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# **2007 Workplace and Equal Opportunity Survey of Reserve Component Members**

## **Administration, Datasets, and Codebook**

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**2007 WORKPLACE AND EQUAL OPPORTUNITY  
SURVEY OF RESERVE COMPONENT MEMBERS:  
ADMINISTRATION, DATASETS, AND CODEBOOK**

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## Acknowledgments

Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*, which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). DMDC's survey program is conducted under the leadership of Timothy Elig, Director of the Human Resources Strategic Assessment Program (HRSAP).

Policy officials contributing to the development of this survey include: James Love and Jerry Anderson (ODUSD[EO]), Arthur Cresce and Angela Brittingham (U.S. Census Bureau), James Scott, and CAPT James Montgomery (USCGR).

DMDC's Program Evaluation Branch under the guidance of Brian Lappin, Branch Chief, is responsible for the development of the questionnaires in DMDC's survey program. The lead developer of this survey was Rachel Lipari. In addition, she and Kenneth Matos designed the unique presentation of complex items used in this tabulation volume.

DMDC's Survey Technology Branch, under the guidance of Fred Licari, Branch Chief, is responsible for monitoring the survey operations contractor and ensuring that survey data collected by DMDC meet all regulatory requirements and have all necessary approvals, including the requirements of the common rule for the use of human subjects in research. Data Recognition Corporation (DRC) performed data collection and editing.

DMDC's Personnel Survey Branch, under the guidance of David McGrath, Branch Chief, and Jean Fowler, former Branch Chief, is responsible for sampling and weighting methods used in the survey program, and survey database construction and archiving. Data Recognition Corporation (DRC) performed data collection and editing. Carla Scanlan used the DMDC Sampling Tool to plan the sample. The lead Operations analyst on this report was Margaret Coffey, DMDC, supported by Tyler Blouin, Consortium Research Fellow. Susan Reinhold and Carole Massey, DMDC, and Deborah West, Northrup Grumman Corporation, provided programming support for the sampling and weighting tasks. WESTAT created the final weights for the survey data.



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# **2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK**

## **Introduction**

The *Human Resources Strategic Assessment Program* (HRSAP), Defense Manpower Data Center (DMDC), conducts both Web-based and paper-and-pencil surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. *Human Relations Surveys* are in-depth studies of topics and populations, often requiring both paper-and-pencil surveys and Web-based surveys, that take longer to develop, administer, and analyze.

The *2007 Workplace and Equal Opportunity Survey of Reserve Component Members* (2007 WEOR) utilized both modes of administration—the Web as well as paper-and-pen— and were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. Data were collected from August 27 to November 26, 2007<sup>1</sup>. The population consisted of a total of 83,097 and Reserve component members. A total of 23,170 eligible members returned usable surveys, which represents an adjusted weighted response rate of 32.3%.

## **Overview of Report**

This report also documents the procedures used to develop the instrument, design the sample, conduct the survey, process the data and prepare analysis weights. Along with the survey instrument and communications to the sample members (A, B and C, respectively), the methods section includes details on how the survey was conducted. DMDC (2007a) provides details on sampling and weighting.

Following the summary of the survey methodology is a description of the survey analysis file layout and key variables. Appendices D-M address key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files are introduced in this section. The appendices in this report are listed below with a brief description:

- A and B – Web and paper survey instruments.
- C – Samples of all possible communications sent to sample members during the survey administration: letters, emails, and brochure.
- Conventions for variable naming and construction are provided in D (annotated questionnaire) and E (coding scheme),

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<sup>1</sup> The Web survey instrument allows us to have a soft opening and closing for the survey. The survey instrument was open and available to take survey responses between August 24 and December 5, 2007. The e-mail notifications and reminders stated that the field opened on August 27 and closed on November 26, 2007.

- F, G, and H list the names and values of all variables in the basic-survey dataset and the Privacy-Act confidential variables.
  - F lists the variables in alphabetic order and flags the Privacy-Act confidential variables with an asterisk (\*).
  - G lists the variables in the order that they appear in the dataset. Variables with the same function are grouped together, (i.e., all variables used for weighting are located together).
  - H provides a frequency for each variable with the SAS<sup>2</sup> values, OS flat file<sup>3</sup> values and SAS labels in the order that the variables appear in the dataset. In addition to the variables available on the basic-survey file, H contains details for the confidential variables that had to be suppressed to preserve the privacy of survey respondents and nonrespondents.
- I provides the record layout for the basic-survey flat file.
- The SAS code used to construct the analytic variables are included in J.
- Examples of analyses are provided in K.
- L lists all questionnaire items and identifies where they have been used in previous DMDC surveys of equal opportunity issues.

## **Method**

### ***Survey Instrument***

The 2007 WEOR fulfills the Congressional mandate outlined in Title 10 U. S. Code Section 481 for Joint Service quadrennial assessments of race/ethnic issues. The WEOR is the first DMDC Reserve component survey of racial/ethnic issues and was modeled on previous DMDC surveys of active duty members, the 1996 *Equal Opportunity Status of the Armed Forces Survey (1996 EOS)* and the 2005 *Workplace and Equal Opportunity Survey of Active Duty Members (WEOA2005)*. These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. Many key topics covered by the 2007 WEOR were also included in its predecessors; however, questions have been updated, expanded, or streamlined. The survey was administered by both Web and paper-and-pencil questionnaires (Appendix A and B). The survey was subdivided into the following 14 topic areas:

1. *Background Information*—Reserve component, gender, paygrade, race/ethnicity, ethnic ancestry, education, active duty service, and military installation proximity.

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<sup>2</sup> SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.

<sup>3</sup> The OS flat file is a text version of the dataset. The variables are in the columns and the records are in the rows. This data can be loaded into any statistical software package.

2. *Family and Household Information*—Marital status, duration of relationship, and race/ethnicity of spouse/significant other.
3. *Satisfaction and Retention Intention*—Years spent in military service, likelihood to continue participation, spouse/family support for participation, extent life/military duty is better/worse than expected since entering National Guard/Reserve, overall satisfaction with the military way of life, aspects about serving in the National Guard/Reserve, and willingness to recommend military service.
4. *Tempo*—Days spent in National Guard/Reserve status, time away from home, and the impact of time away on military career intentions, and active duty status.
5. *Employment/Student Status*—Status as a military technician, civilian employment status, and student status.
6. *Activation/Deployment Status*—Duration and location of activations and/or deployments within the past 12 months, current activation/deployment status, and deployments since September 11, 2001.
7. *Military Workplace*—Length of time in present military unit, characteristics of, and satisfaction with, immediate supervisor; coworkers and workplace; preparedness, morale, and unit cohesion.
8. *Stress, Health, and Well-Being*—Physical well-being and perceived stress.
9. *Personal Experiences in the Military Community*—Types and frequency of personal experiences within the military community related to race/ethnicity, and DoD's/Service's responsibility to prevent racial/ethnic harassment and/or discrimination.
10. *One Situation of Race/Ethnic-Related Experiences*—Details pertaining to the most bothersome race/ethnic-related situation experienced during the 12 months prior to taking the survey, including type(s) of incident(s) experienced, extent to which Reserve component members were bothered by the incident(s), where and when it occurred, characteristics of offenders, to whom behaviors were reported, reasons for not reporting and, if applicable, Reserve component members' satisfaction with the complaint process and outcome.
11. *Personal Experiences in the Civilian Community*—Types and frequency of personal experiences within the civilian community related to race/ethnicity, and DoD's/Service's responsibility to prevent racial/ethnic harassment and/or discrimination.
12. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices, perceptions of race relations within the military and in the local community, personal experiences of racial/ethnic confrontations, and exposure to racist messages and organizations.

13. *Training*—Frequency and perceived effectiveness of training on racial/ethnic harassment and discrimination.
14. *Military/Civilian Comparisons*—Perceptions of opportunities/conditions in the military compared to civilian employment, and historical and military/civilian comparisons of the prevalence of racial/ethnic harassment and discrimination.

### **Sample**

The population of inferential interest for the 2007 *WEOR* consisted of Reserve component members of the Army National Guard, US Army Reserve, US Naval Reserve, US Marine Corps Reserve, Air National Guard, US Air Force Reserve, and Coast Guard Reserves, up to and including paygrade O-6, with at least 6 months service at the time that the survey was launched (the survey was launched on August 27, 2007). The sample for the 2007 *WEOR* consisted of 83,097 individuals; 23,170 ultimately provided usable survey responses.

### **Constructing the Frame and Drawing the Sample**

The 2007 *WEOR* sampling frame consisted of 805,144 records drawn from the March 2007 *Reserve Components Common Personnel Data System (RCCPDS) Master File*. Auxiliary information used to develop the frame was obtained from the March 2007 *Unit Identification Code (UIC) Address File* and additional administrative files that were compiled prior to the scheduled starting date of the survey field period: the May 2007 and June 2007 *Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE)*. Individuals were included on the frame based on membership in both the April 2007 update of the RCCPDS file and the May 2007 PITE. The sample consisted of 83,097 members. Sample members who subsequently became ineligible were identified by comparison to the May 2007 update of the RCCPDS file and the June 2007 PITE. Individuals not identified as ineligible by administrative records (for example, due to illness or incarceration) and those who became ineligible during the period July 1, 2007 through August 23, 2007 were identified by self- or proxy-report.

A stratified, single-stage random sampling design was used and Reserve component members were sampled with equal conditional probabilities and without replacement within each stratum. Stratum level sample sizes were determined by variance constraints imposed on key parameter estimates for specified domains.

### **Stratification Variables**

The frame was stratified (divided into mutually exclusive population groups) for sampling using the five variables listed in Table 1. Researchers identified population subgroups of particular interest to policy officials. These reporting domains were defined using the demographic variables are also in Table 1. Multiple versions of most of these variables were created to permit varying levels of detail for analysis and reporting.

**Table 1.**  
***Stratification and Domain Levels***

Stratification Variable	Levels
Race/Ethnicity*	White/Unknown
	Black
	Hispanic
	AIAN
	Asian
	NHPI
	Two or more races
Reserve Component*	Army National Guard (ARNG)
	US Army Reserve (USAR)
	US Naval Reserve (USNR)
	US Marine Corps Reserve (USMCR)
	Air National Guard (ANR)
	US Air Force Reserve (USAFR)
	Coast Guard Reserves (USCGR)
Paygrade Group*	E1-E4/Unknown
	E5-E9
	W1-W5
	O1-O3
	O4-O6
Gender*	Male
	Female
Program*	IMA
	All other
Activation	Not active in prior 12 months
	Active in prior 12 months
Paygrade 2 level	Unknown
	Enlisted
	Officers

\*Stratification variables

The total sample size was based on precision requirements for key reporting domains. Given estimated variable survey costs and anticipated eligibility and response rates, an optimization algorithm determined the minimum-cost allocation that simultaneously satisfied the

domain precision requirements. Anticipated eligibility and response rates were based on the *June 2006 Status of Forces Survey of Reserve Component Members*.

The allocation was accomplished using the DMDC Sample Planning Tool, Version 2.1 (Deever and Mason, 2003). This application is based on the method originally developed by J. R. Chromy (1987), and is described in Mason, Kavee, Wheeless, George, Dever, Riemer, and Elig (1996). The Tool defines domain variance equations in terms of unknown stratum sample sizes and user-specified precision constraints. A cost function is defined in terms of the unknown stratum sample sizes and per-unit costs of data collection, editing, and processing. The variance equations are solved simultaneously, subject to the constraints imposed, for the sample sizes that minimize the cost function. Eligibility rates modify the prevalence rates that are components of the variance equations, thus affecting the allocation; response rates inflate the allocation, thus affecting the final sample size. Sample sizes by Service are shown in Table 3 for the levels of the stratification dimensions.

Within each stratum, the sample was selected with equal probability and without replacement. Sampling rates varied across the strata, so individuals were not selected with equal probability overall. Table 2 presents a summary of the sample allocation for the total population and race/ethnicity by Service.



**Table 2.*****Sample Allocation for the 2007 Workplace and Equal Opportunity Survey of Reserve Component Members by Member Characteristics***

<b>Sample</b>	<b>Total</b>	<b>ARNG</b>	<b>USAR</b>	<b>USNR</b>	<b>USMCR</b>	<b>ANG</b>	<b>USAFR</b>	<b>USCGR</b>
<i>Total</i>	83,097	20,629	15,672	12,345	12,313	9,983	9,967	2,188
<i>Race/Ethnicity</i>								
White/Unknown	19,117	7,128	3,025	1,286	3,509	1,614	1,297	1,258
Black	26,534	5,027	4,812	5,224	2,804	3,851	4,715	101
Hispanic	13,701	2,596	2,334	1,749	4,064	1,312	1,449	196
AIAN	6,257	2,814	1,108	1,011	240	703	297	84
Asian	10,781	3,064	2,718	1,437	1,256	1,161	1,135	10
NHPI	2,942	0	1,674	237	184	411	419	17
Two or more races	3,765	0	0	1,401	256	931	655	522
<i>Gender</i>								
Male/Unknown	65,411	17,016	11,347	9,263	11,572	7,551	6,832	1,833
Female	17,683	3,613	4,325	3,082	741	2,432	3,135	355
<i>Paygrade Group</i>								
E1-E4/Unknown	39,919	11,958	6,178	5,196	8,988	3,498	3,331	770
E5-E9	28,096	4,718	4,463	5,278	2,743	5,116	4,782	996
W1-W5	1,269	703	449	30	53	0	0	34
O1-O3	7,382	2,416	2,500	709	133	658	715	251
O4-O6	6,431	834	2,082	1,132	396	711	1,139	137
<i>Program</i>								
IMA	3,344	NA	774	31	576	NA	1,963	NA
All other	79,753	20,629	14,898	12,314	11,737	9,983	8,004	2,188

*Note:* IMA are only comprised of USAR, USNR, USMCR, and the USAFR, hence ARNG, ANG and USCGR are labeled as Not Applicable (NA).

***Respondents******Sample Losses***

The original sample file contained 83,097 records. Summary of losses to the drawn sample are listed in Table 3. Sample members were lost for three main reasons: (1) self- or proxy-reported ineligibility, (2) nonlocatability, and (3) refusal to participate in the survey, or other nonresponse.

**Table 3.**  
***Final Sample Relative to Drawn Sample***

	<b>Sample Size n</b>	<b>% of Drawn Sample</b>
Drawn sample	83,097	
Adjusted eligible sample	79,369	96%
Adjusted located sample	75,059	90%
Usable responses	23,170	28%

Elimination of ineligible decreased the sample to 96% (79,369) of its original drawn size. Losses attributable to either ineligibility or an inability to locate sample member resulted in a sample that was 90% of the drawn sample. Usable responses included all sample members who completed 50% of applicable questions,<sup>4</sup> answered the eligibility question and the critical item. The eligibility questions asked if the respondent was a member of a Reserve component as of the first day of survey fielding. The critical items measured racial/ethnic harassment and discrimination in the military in the past 12 months. To meet the critical item criteria, respondents needed a valid answer to at least one item in question 53 or 54. At the conclusion of the survey fielding, 23,170 eligible, locatable sample members had returned usable surveys to be used in reporting documents.

### ***Location, Response and Completion Rates***

Beginning in 1995, DMDC standardized its methods for calculating response rates and completion rates using procedures patterned after those advocated by the Council of American Survey Research Organizations (CASRO). CASRO noted that varying operational definitions of response rates can lead to problems or confusion (e.g., when awarding contracts requiring pre-specified response rates or when interpreting the results of a survey). As a result, CASRO formed a task force to recommend guidelines for standardizing the operational definitions of response rates. The new DMDC procedures closely follow CASRO's Sample Type II design (see Council of American Survey Research Organizations, 1982).

Table 4 shows the overall sample weighted and unweighted location, completion and response rates computed for the 2007 WEOR. The location rate is defined as the proportion of eligible sample members who were locatable. The completion rate is defined as the proportion of the located sample who returned usable surveys, while the response rate is defined as the proportion of eligible sample members who returned usable surveys. The response rate is computed as the product of the location rate and the completion rate.

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<sup>4</sup> Applicable questions are those to be completed by all respondents and excluded items that could be skipped over depending on prior answers.

**Table 4.**  
***Location Rates, Response Rates, and Completion Rates***

<b>Type of Rate</b>	<b>Observed Rate</b>	<b>Weighted Rates</b>
Location (LR)	95%	96%
Completion (CR)	31%	34%
Response (RR)	29%	32%

### ***Survey Development and Administration***

The survey was hosted on the operations contractor's secure Web site. Respondents entered the survey through a .mil site (<https://www.dmdc.osd.mil/dodsurvey>). This site stated the source of the survey's certification and invited sample members to enter their personal ticket number and click "continue." The sample members were redirected to the operations contractor's secure Web site (<http://www.dodsurvey.net/>). Sample members next saw a welcome page, which instructed them on the need to make a security pin and gave them access to the frequently asked questions (FAQ). After members created their pin, they saw the Privacy Act Statement and Informed Consent Information. If the members agreed to do the survey, they clicked "continue" to begin the survey.

Each survey question was displayed on its own Web page. For each question, the survey allowed respondents to return to the previous page, move forward to the next page, clear their response(s), or save and exit the survey. Respondents answered questions by clicking on radio buttons, checking boxes, choosing from a drop-down list, or by text entry. If the respondent chose to save and return to the survey later, upon returning to the survey, the respondent was required to enter their ticket number and pin and brought back to the item from which they exited. The final page of the survey had a "Submit Information" button and a "Previous Page" button, both with full text explanations of their functions. In addition to the navigation features, the survey featured smart skips. Based on previous answers, the respondents would only be shown questions for which they were applicable (see Appendix D for skip information).

For those people who had not completed the questionnaire on the Web system, we mailed the paper form to sample members along with the first reminder. This mailing was sent to 70,092 sample members on September 14, 2007 (see Table 6 for more information on the mailings).

### ***Survey Administration***

The survey administration process began in August 2007, with the mailout of notification letters to sample members (minus original ineligible). This notification explained why the survey was being conducted, how the survey information would be used, and why participation was important. Up to four additional postal communications were mailed to sample members throughout the field period. In addition, sample members for which we had a valid email address, could have received up to seven email reminders during the field period. Emails come from three sources: record data, DRC purchased and respondent given (the notification letter

requests that they go to a web site to give an address). Postal and email mailings stopped once the sample member returned their survey. See Appendix C to see all the communications sent to sample members.

The next section describes the process and system used to maintain and track all communications with sample members: the Survey Control System (SCS).<sup>5</sup> The relational database stored the original sample file, addresses, and the history for all changes related to sample member eligibility and their addresses, and a file that tracks the sending of communications to each sample member (see Figure 1). The relational database structure allows sample members to have more than one address (a one-to-many relationship in the master table to address table). The *2007 Workplace and Equal Opportunity Survey of Reserve Component Members* maintained both postal and e-mail addresses in the system.

### ***Survey Control System***

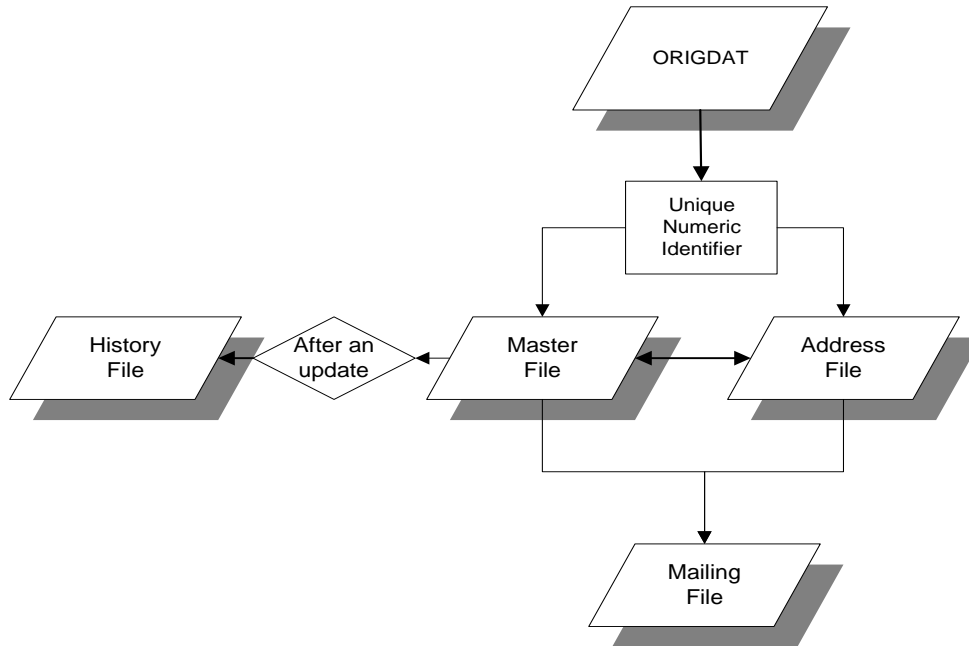
The SCS was used to monitor the data collection process and to track all data transactions over the course of the survey administration. The datasets in the SCS include sample members' names and addresses, but do not contain data obtained from the survey instruments. Because of privacy concerns, SCS datasets are not available for public release.

The operations contractor uses the SCS to store and update project data, monitor mailings, respond to bounced e-mails, and track survey participation and eligibility status. The SCS consists of five datasets: the ORIGDAT file, the ADDRESS file, the MASTER file, the HISTORY file, and the MAILING file. The files are linked relationally by INRECNO, a unique individual identification number that is assigned to each sample member when the record was loaded into the SCS. Figure 1 displays the interrelationships among those datasets.

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<sup>5</sup>The SCS refers to the set of data files as well as the program or operating system which maintains those files.

**Figure 1.**  
***Survey Control System***



***ORIGDAT file.*** The ORIGDAT file consists of 83,097 records, one record for each member of the sample. It is the original sampling frame file sent to the operations contractor by DMDC. The original file is loaded onto the operations contractor's computer system and converted to a SAS<sup>6</sup> dataset. As the file was converted into a SAS dataset, the SCS generated a unique identification number (INRECNO) for each record. This number identifies the sample member throughout the SCS and also in returns data sets, comment text files and other specify text files. The names and some demographic data from the ORIGDAT file were loaded into the MASTER file in preparation for the first mailing. The addresses from the ORIGDAT file were loaded into the ADDRESS file.

***ADDRESS file.*** The ADDRESS file tracked the postal and e-mail addresses that were maintained for each sample member. The ADDRESS file contains one record for each address for each sample member, a one-to-many relationship. For example, if there were five e-mail addresses for one sample member (over the course of the survey administration), that sample member had five separate records in the ADDRESS file. The final ADDRESS file contained 414,604 records. Each record is uniquely identified by the combination of INRECNO (identifying the sample member) and an address number (ADDRNO) assigned to each address. This address number equates to the order in which the address was received. For example, if a sample member has one address record in the ADDRESS file, the address number for that record

<sup>6</sup> SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.

is one. If the sample member communicated a change in their e-mail address or if the operations contractor was able to purchase an e-mail address for the member, additional address numbers would be assigned. The ADDRESS file was initially loaded with postal and e-mail addresses from the ORIGDAT file. Each record in the ADDRESS file includes the sample member's INRECNO, WEOR07ID, ADDRNO, address, the source of the address, and address priority code, a variable indicating whether the record is the highest priority address for this sample member, and variables indicating whether the address successfully reached the sample member. For surveys that only use e-mail communications, all addresses have the same priority code. All e-mail addresses are used simultaneously for each communication. If an address bounces, it is flagged as invalid and placed in the HISTORY file (see the section below for more details on the HISTORY file).

The priority code assigned to a given postal address number for a sample member was used to determine the "best" or "highest priority" address for the sample member at any given time. It was originally determined by the source of the address. Address updates obtained directly from a sample member received a priority number of one. The order of priority of address sources from "highest priority" to "lowest priority" is as follows, respectively:

1. updates directly from a sample member (call, fax, e-mail, Web update or letter)
2. address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])
3. NCOA-updated addresses
4. credit bureau-updated addresses
5. DEERS residential addresses
6. DEERS unit addresses

E-mails address are also assigned the priorities in the same method as address. DRC sends reminders to the e-mail address on file with the highest priority. Once an address is found to be bad, it is places in the HISTORY file. The 2007 WEOR had 3 sources of e-mails and they are listed in order of priority:

1. Updates from the member
2. DEERS files
3. Purchased e-mails

**MASTER file.** The MASTER file is used by the SCS to select records for upcoming survey mailings. This file includes a record for each member of the sample. Each MASTER record includes the sample member INRECNO, WEOR07ID and the address number for the e-mail address in the ADDRESS file. The MASTER file accommodated data updates through an automated process (e.g., updating the address number in use after the receipt of a nondeliverable e-mail or Web update) or manual key entry (e.g., updating information in response to a telephone

call, fax, letter return or e-mail from a sample member). As new information was received for a particular record, the SCS updated the MASTER record (N=83,097) and wrote the old record to the HISTORY file. The MASTER file also contains a set of variables which summarize the sample member's participation in each of the communications.

***HISTORY file.*** The HISTORY file is a chronicle of the changes that occurred to the MASTER file. Each HISTORY record is a subset of an outdated MASTER record with the addition of a date and time stamp as the record is updated. That is, a HISTORY record is created when there is a name, address, paygrade, or eligibility status change in the MASTER file. Thus, the HISTORY file contains as many observations as there are updates to the MASTER file.

***MAILING file.*** The MAILING file tracked all survey mailings. This file contains one record for each communication e-mailed during the survey administration or for tracking the validity of e-mail addresses (N=366,794). Each MAILING record includes the QCMM0801ID, INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC).

## ***Address Update Procedures***

### ***Initial Address Updates***

Prior to the first mailing, the operations contractor ensured all domestic residential addresses were formatted to conform to U.S. Postal Service standards. Once the addresses were standardized, they were sent to an outside vendor where they were checked against the National Change of Address (NCOA) database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the U.S. Postal Service. The updated NCOA address file was returned to the operations contractor and integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current ADDRNO with the "highest priority code assigned" in the MASTER file.

After the NCOA-updated data was added to the SCS, another file was compiled of sample members who had an incomplete address or an address identified by NCOA as an undocumented move (i.e., the sample member had moved, but NCOA did not have a new address). The operations contractor sent copies of this file to three credit bureaus (Experian, Trans Union and CSC Credit Services)<sup>7</sup> to determine whether a complete, up-to-date address for these sample members could be found. The results were integrated into the SCS, updating records in the ADDRESS file.

Before sending out the survey notification, the operations contractor checked the validity of known e-mail addresses and purchased additional addresses for sample members. The operations contractor verified that the content of the e-mail address in the ORIGDAT file conformed to standard form. E-mail addresses follow this form: [some text] + [@] + [some text] + [.] + [com, mil, org, etc.]. Data that did not meet this standard were marked as invalid and

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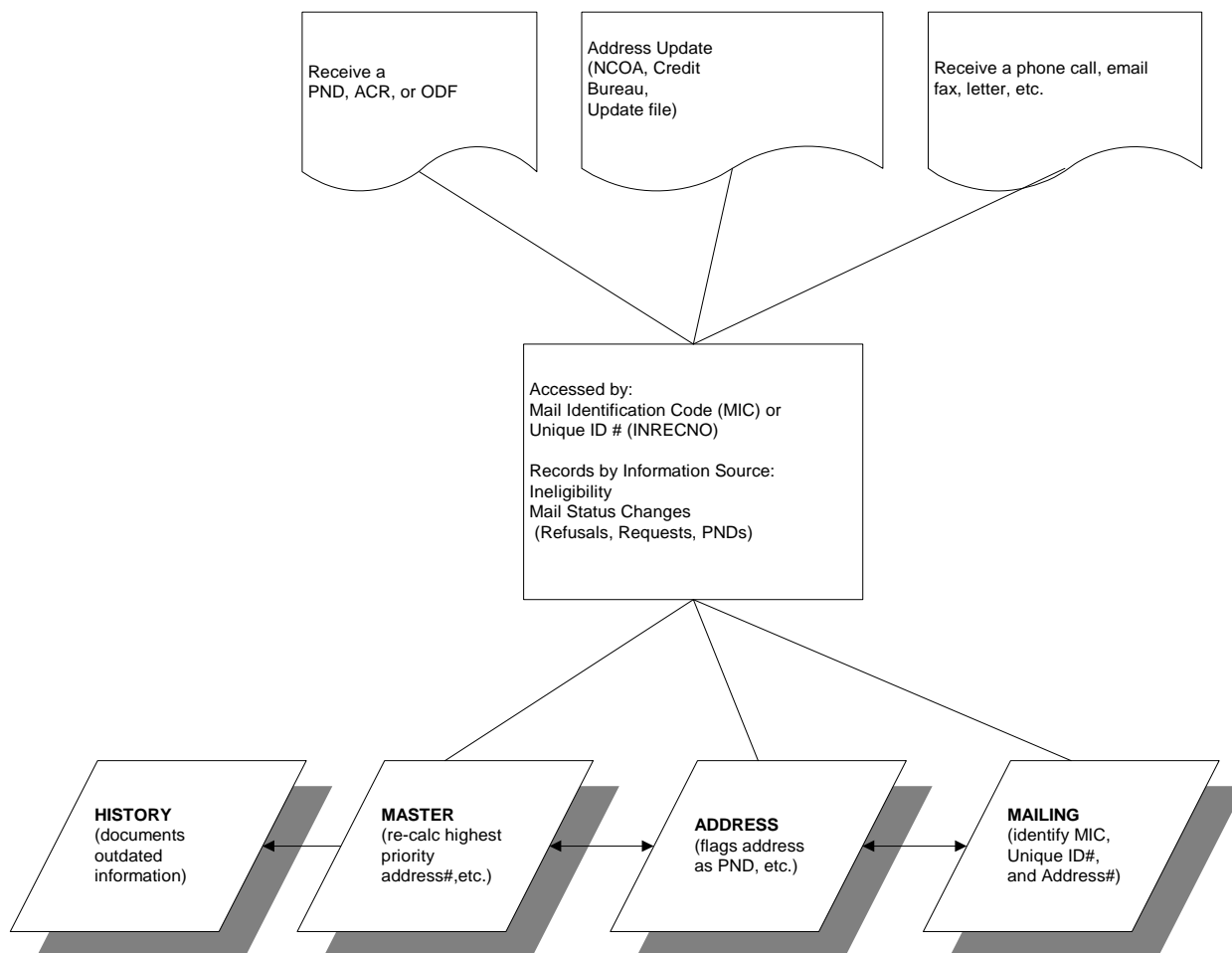
<sup>7</sup>Experian, Trans Union and CSC Credit Services are outside vendors with consumer-credit information databases. Social security numbers of sample members with incomplete or out-of-date address information were forwarded to the vendors for address updates when the mailing dataset contained no valid address.

moved to the HISTORY file. The operations contractor purchased e-mails from an outside vendor (see the section on Mailouts below for more information).

### ***Ongoing Address Updates***

Address update procedures also occurred when (a) additional address records were received after NCOA processing, (b) a survey document was returned as undeliverable, (c) a sample member self-reported a name, rank, or address change, or (d) the U.S. Postal Service forwarded address correction information. This also occurred when a sample member self-reported a change in name, rank, or address. Figure 2 outlines these procedures.

**Figure 2.**  
***Address Updating Procedures***





As a new address was entered into the ADDRESS file, its source (NCOA, credit bureau, postal Address Correction Requested card, telephone call, fax, letter, Web, or e-mail) was recorded and a new address number was assigned. The priority assigned to the address was based upon the source of the update and the date and time of the address (see the description of priority, for the ADDRESS file). At any given time, the current address used corresponded to the address number with the highest priority code.

If all known addresses for a sample member were returned Postal Non-Deliverable Mail (PND), the sample member's record in the MASTER file was flagged "no address available." All "no address available" records were forwarded to the three credit bureaus. The credit bureaus returned files containing addresses for each submitted record, with the date on which the credit bureau received the address. If more than one address for a sample member was received from credit bureaus, the address number corresponding to the address with the most recent receipt date received the highest priority code. If one or more of the credit bureaus returned a previously unattempted address, the MASTER and ADDRESS files were updated and a re-mail was sent to the sample member. If none of the vendors had an updated address for the sample member, the operations contractor designated the sample member "nonlocatable" and stopped further mailings.

## ***Processing of Updates***

### ***Updates from Sample Members***

Sample members could provide an updated address in a variety of ways. Updates from sample members could be communicated via the toll-free telephone number (either by speaking to the operations contractor's Call Center staff or by leaving a voice mail message). In addition, sample members could mail, fax, e-mail or the survey Web site all updated information was entered into the SCC. Updates made on the Web site were loaded directly into the SCS before the start of the survey; once the survey fielding period started, the Web update page was no longer available. Other updates were entered into the SCS by the operations contractor's Call Center staff by the close of business on the day following receipt of the update.

### ***Updates from the U.S. Postal Service***

There are several types of address updates provided by the postal service. They are detailed below; each includes a description of the processing steps.

1. **Postal Non-Deliverable Mail (PND):** The sample member moved and no forwarding address was available. The mail piece was returned to the operations contractor. The operations contractor removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the SCS so the records could be updated as PND. This was done as necessary to coincide with the mailing/re-mailing schedule. If sample member had another address on file (e.g., the unit address), that address was used for the next mailing for the next mailing. If no alternate address was on file, the Social Security Number was sent to the credit bureaus in search of a new address.

2. Address Change Service (ACS; electronic): About six weeks prior to the first mailing, the operations contractor applied to the postal service for the ACS. The postal service assigned a participant code, which was placed in the address block of the letter. The operations contractor requested semi-weekly files, which the postal service provided on diskette via Express Mail. The operations contractor loaded the files upon receipt or before another mailing was prepared.
3. Address Correction Requests (ACR; hard-copy): The outbound envelopes contained the endorsement "Address Service Requested." The post office provided the corrections via hard copy cards that were sent to the operations contractor. The corrections were entered into the SCS by the operations contractor's Call Center staff, typically by close of business the next day but no later than prior to the preparation of the next mailing.

### ***Survey Materials and Their Distribution***

There was a mode experiment that effected the distribution of survey materials. The sample was randomly assigned to one of two mode groups into a 90/10 split. 90% of the sample had both Web and paper modes available. 10% only had the Web instrument available, they were not told of the paper mode. Paper instruments were sent to nonresponders in the 90% group the 18 days after the field opened.

Each eligible sample member received at most four original mailings: a notification letter and brochure explaining the survey program, a reminder letter with a paper survey, a reminder letter and a third reminder letter. The notification and reminder letter mailings contained a letter, except for the second reminder which contained a letter, paper survey and business reply envelope. All letters included information about using the Web as an option to complete the survey.

In addition, e-mail was used to communicate with sample members. Not every sample member had an e-mail address. However, those sample members for whom we had an e-mail address received an e-mail announcement and up to eight e-mail reminders. Samples of the letters and e-mail communications for each mode experiment group are provided in Appendix D.

It is also noteworthy to mention that reminder 2 letter, dated September 28, 2007, had an error in the URL address. The operations contractor became aware of the error when sample members stated that they could not access the Web site.

### ***General Mailing Procedures***

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already returned survey forms, and members with no valid addresses available). For re-mails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in PNDs or had been manually flagged for re-mailing (e.g., in response to a sample member calling the operations contractor stating she or he had received a reminder/thank you letter but had not received a survey, etc.).

Once all records for a particular mailing or re-mailing were identified, the SCS processed the records based on whether or not the mailing would include a survey form. If the mailing group was large enough to lead to a cost savings from sorting, the records were run through Group 1 postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mail Identification Code (MIC) was assigned to each record. The MIC was assigned either from the survey litho code list if a survey form was sent or independently if only a letter was sent.

### ***Ticket Numbers for Web Survey Access***

Prior to the first mailing, a list of ticket numbers<sup>8</sup> for Web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter, and e-mail sent to that individual. A member could not access the Web survey without using his or her ticket number.

### ***Description of Letters***

Letters were printed with the record's unique MIC listed in the address field and on the lower right corner of the letter. If the mailing includes only letters (no brochures or survey forms), the letters were folded and machine inserted into window envelopes and sent by first class mail. Mailings that included a brochure followed the same procedure through the letter printing process. The MIC on the brochure or cover letter was used to pair the letter with the correct enclosure. During the matching process, ten percent of the mailing was visually checked, comparing numbers printed on the letter with the brochure or survey number for quality control. Any mismatched pairs initiated further investigation of the matching process. This procedure ensured that each survey was sent to the person designated to receive it. Depending on the sample size, the letters and matched surveys were machine or hand inserted into envelopes, metered if necessary, and sent by first class mail.

The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period). For all mailings, mail pieces that came back PND, re-mails were completed if a newer/updated address could be found.

DMDC provided the operations contractor with the text, letterhead and signature for the cover letters. The letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. (See Appendix B for copies of the letters.) The letters were approved and printed on letterhead from the office of the Under Secretary of Defense. The letters were signed by the Under Secretary of Defense (Personnel and Readiness) David S.C. Chu.

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<sup>8</sup> Ticket numbers are eight alpha numeric characters generated at random.

The letterhead and signature were printed in blue, and the text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each sample member by his/her rank. For example, a letter to a Navy E5 with the last name Smith would have included the salutation, "Dear Petty Officer Smith". Similarly, an Army O3 named Jones would have received a letter starting, "Dear Captain Jones". The address block also included service branch; for example, "Petty Officer John Smith USN" or "Captain Mary Jones USA".

E-mails had the record's unique INRECNO appended to the end of the subject line. The status of each mailing was tracked throughout the data collection process so that new information about correct addresses could be incorporated into all relevant mailings. When an e-mail "bounced," that address was labeled as invalid, and future communications were not sent to that address.

DMDC provided the operations contractor with the e-mail text and an e-mail-friendly brochure. The communications explained why the survey was being conducted, how the survey information would be used, and why participation was important (see B for copies of the communications). The communications were approved by the Office of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).

Each e-mail included a personalized salutation. The salutation addressed each sample member by his/her rank, if applicable. For example, an e-mail to a Navy E5 with the last name Smith would have included the salutation, "Dear Petty Officer Smith." Similarly, an Army O3 named Jones would have received an e-mail starting, "Dear Captain Jones."

### ***Mailouts***

Table 5 lists the mailing dates and return results for each of the mailouts and re-mailings. For the notification mailing, a letter was inserted into a #10 window envelope. The letter notified sample members that they were selected for this survey and encouraged their participation. The notification letter was mailed to 82,115 DoD sample members on August 13, 2007.

The first reminder letter asked sample members to complete the survey on a secure Web site. For this mailing, a letter, paper survey and business reply envelope were inserted into a 9x12 window envelope. The first reminder letter was mailed to 78,084 September 14, 2007.

The second reminder letter was sent to 68,899 sample members. The mailing was sent out September 28, 2007. The letter, inserted into a #10 window envelope, thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not.

The third reminder mailing was sent to sample members who hadn't responded. The letter, inserted into a #10 window envelope, thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not. This mailing was sent to 64,625 sample members on October 19, 2007.

The fourth reminder letter mailing was sent to sample members who hadn't responded. For this mailing, a letter was inserted into a #10 window envelope. The fourth reminder letter was mailed to 62,831 November 6, 2007.

**Table 5.**  
***Mailing Timeline and Return Results***

<b>Mailing Numbers and Groups</b>	<b>Mail Drop Date</b>	<b>Number Sent</b>	<b>Number of PNDs</b>
Notification	8/13/07	82,115	5,862
Notification Remail 1	8/24/07	1,749	429
Notification Remail 2	8/30/07	1,990	327
<i>Subtotal: Notification</i>		85,854	6,618
Reminder 1 Letter	9/14/07	78,084	3,720
Reminder 1 Letter Remail 1	9/20/07	1,859	567
<i>Subtotal: Reminder 1 Letter/Paper Instrument</i>		79,943	4,287
Reminder 2 Letter	9/28/07	68,899	2,696
Reminder 2 Letter Remail 1	10/4/07	803	209
Reminder 2 Letter Remail 2	10/10/07	124	32
Reminder 2 Letter Remail 3	10/16/07	965	206
<i>Subtotal: Reminder 2 Letter</i>		70,791	3,143
Reminder 3 Letter	10/19/07	64,625	1,764
Reminder 3 Letter Remail 1	10/25/07	463	114
<i>Subtotal: Reminder 3 Letter</i>		65,088	1,878
Reminder 4 Letter	11/6/07	62,831	1,325
Reminder 4 Letter Remail 1	11/12/07	481	62
Reminder 4 Letter Remail 2	11/16/07	99	13
<i>Subtotal: Reminder 4 Letter</i>		63,411	1,400

E-mail was used to communicate with sample members. There were two sources for e-mails. The first source for e-mail addresses was the DEERS database. The second source was e-mail addresses purchased from an outside vendor. The outside vendor maintains a customer database of e-mail addresses that has been lawfully collected and compiled from consumers pursuant to a notice that advised them that their personal data was being collected. Table 7 below shows the percent of sample members for whom we had at least one valid e-mail by Reserve component.

**Table 6.**  
***E-mail Address Availability by Reserve Component***

	US							
	Army National Guard	US Army Reserve	US Naval Reserve	US Marine Corps Reserve	Air National Guard	US Air Force Reserve	Coast Guard Reserves	Total
<b>Valid address available</b>	18%	15%	12%	6%	9%	9%	2%	71%

Sample members with e-mail addresses received at most eight e-mail reminders. Table 8 lists the e-mail dates and e-mail addresses bounced. E-mail addresses “bounced” identifies the address was invalid at the time DMDC attempted contact. This is analogous to a postal PND. E-mail address “sent” is not the same as e-mail received. It is analogous to the non-PND return experienced during a mailed survey. It is not known if the mail was delivered to the intended individual, only that it was not returned.

**Table 7.**  
***E-mail Communication Timeline***

<b>E-mail Numbers</b>	<b>E-mail Drop Date</b>	<b>Number Sent</b>	<b>Number Bounced</b>
Notification	8/27/07	66,697	14,302
Reminder 1	8/31/07	55,408	2,045
Reminder 2	9/6/07	51,581	447
Reminder 3	9/12/07	49,100	194
Reminder 4	9/18/07	47,677	169
Reminder 5	9/24/07	45,832	129
Reminder 6	10/16/07	41,698	421

### ***Processing Returned Surveys***

Once a respondent completes the survey, data are stored in an indexed file on the Web (data) server. Web and paper survey returns are merged into one dataset. Paper survey returns require additional work to input the data (explained below). Prior to providing each dataset to DMDC, the operations contractor copied the indexed file to their internal network using FTP protocol. The data are then converted to a sequential format, and the validate program reads and loads the data to the dataset.

All paper returned surveys were logged in and opened by the operations contractor upon receipt. If the envelope contained the survey booklet and other materials (e.g., extra comments, photographs, non-relevant items), the operations contractor separated it from the survey. Bundles of this type of correspondence (white mail) were sent to DMDC by regular surface mail or FedEx ground after all surveys were received. If the white mail appeared to be urgent, the operations contractor contacted DMDC to determine how it should be handled.

Survey booklets were batched for image scanning and assigned a batch number. The booklets were separated by pages, stacked in page/booklet, and forwarded for scanning. As the surveys were scanned, the batch number and a serial number (unique to each survey) were printed on each page of the survey.

The surveys were machine-edited for light marks, multiple marks, and alignment. Damaged forms were repaired, if possible, and scanned with non-damaged forms. If it was not possible to scan the documents, they were batched separately and key-entered.

Regardless of the mode of survey submission, the operations contractor processed all survey information according to DMDC approved administration plans and coding schemes.

### ***DMDC Coding Scheme***

To convert the raw data into the item scores that appear in the data files (basic-release and confidential files), DMDC provided the operations contractor with an annotated copy of the survey form (Appendix D) and the coding notes (Appendix E). Every attempt is made to capture all information from completed surveys and preserve the data so that secondary analysts can later create variables that were not anticipated by DMDC researchers. To accomplish these goals, DMDC subscribes to a variety of coding conventions (Appendix E).

DMDC uses “forward” coding when coding inconsistent answers in items with skip patterns. Data on the question that triggers the skip are accepted as marked and data for the items within the skip pattern are edited to be consistent with the triggering question. An unedited version of each item that has a skip is preserved in the confidential dataset.

For Web respondent, the coding scheme is used to “smart skip” respondent. This does not allow respondents to view questions that they have indicated with previous answers do not apply to them. For example, if respondents to this survey indicated on question 11 (WERA011) that they do not currently have a spouse or significant other (Q11=1), then web respondents did not see question 12 (SRHISPAS); spouse or significant other’s Latino/a heritage. SRHISPASSK is a flag variable indicating whether question 17 (EA017) was answered consistently with the skip pattern.

### ***Coding or Keying Open-Ended Items***

The Web survey contained eight open-ended items, and then the end comment. The original text responses from these items were captured verbatim into a SAS® data set that is linked by the unique identification to the survey data. The paper form had fewer open-ended items. The operations contractor keyed all verbatim. Text data in the SAS® files for open-ended items were spell-checked. Identifiers (e.g., proper names, addresses, e-mail addresses, phone numbers, locations, or social security numbers) were replaced with generic terms.

### ***Fifty-Record Check***

After receiving the 5% of returned records, the operations contractor ran a “50-record check.” This is a check to verify that the coding scheme and skip patterns are working. DMDC checked the resulting data to determine if there were any unanticipated problems in the coding

procedures (e.g., respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by DMDC prior to production of the initial SAS<sup>®</sup> dataset. At the completion of the 50-record check, the operations contractor compiled the full set of returned surveys. The data were then cleaned and edited following the coding scheme.



## Survey Analysis Files

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for the 2007 WEOR survey, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

### *Estimation*

Analysis of this data requires use of weights to compensate for the unequal selection probabilities and to account for differential nonresponse among population subgroups. The analytic weights were poststratified to population totals so that weighted sample estimates would reflect population values.

In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions), tests of hypotheses, regression relations, and their associated variances are derived from the probability structure that gives rise to the observations. As with other surveys involving complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The variances are, therefore, approximated. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the coefficient of variation  $[SE(x)/x]$  of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Approximations for the variances commonly take the form of Taylor series linearizations or replicate methods such as those based on resampling methods. Variables have been included in the analyses files so that variance estimates can be based on Taylor series linearizations computed by SUDAAN<sup>9</sup> for a stratified, without replacement design.

Many of the standard statistical software packages, such as SPSS<sup>10</sup> and older versions of SAS,<sup>11</sup> compute variance estimates only for simple random samples. Using standard statistical programs with the appropriate eligibility indicator (ELIGFLGW) and the analytic weight (RKWGT00) to analyze this data will produce accurate point estimates, but variance estimates will not account for the complex sample design. Variables have been included in the analysis file so that Taylor series estimates can be computed for a stratified without replacement design, using either SUDAAN or the recently available SAS Survey Procedures.

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<sup>9</sup> SUDAAN® is a registered trademark of Research Triangle Institute, Research Triangle Park, NC, USA.

<sup>10</sup> SPSS® is a registered trademark of SPSS Inc., Chicago, IL, USA.

<sup>11</sup> SAS added survey procedures in Version 7, expanding them in releases 8.0 and higher.

## **Data Structure**

Care was taken in the preparation of the survey analysis files to provide basic access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the basic-release files either because (a) they provide too great a chance of identifying an individual or (b) they are not needed to analyze the survey data. For the latter reason, some demographic variables are available on basic files only in a collapsed version. In addition to a basic-release file, a confidential file (containing a more complete set of variables than the basic-release file) has been prepared for internal DMDC use. Files were prepared as SAS and SPSS system files. An ASCII (Operating System or OS) flat file was prepared from the basic-release SAS system file. File names are indicated in Table 9.

**Table 8.**  
***Analysis File Names***

<b>Type of File</b>	<b>File Name</b>
Basic-release File – SAS	WEOR07B.SAS7BDAT
Confidential File – SAS	WEOR07C.SAS7BDAT
Basic-release File – SPSS	WEOR07B.SAV
Basic-release File – OS	WEOR07B.DAT

The structure of the confidential file is shown in Figure 3. The confidential file contains the basic-release file plus additional confidential variables. All variables in the confidential file are documented in this report. F and G list all variables with a notation to indicate which variables are confidential and show where each variable is documented. Intermediate weighting variables that appear only in the confidential file are documented by DMDC (2007a). Variables that appear in collapsed form in the basic-release part of the file and in a fuller version only in the confidential file are discussed later.

## **Analyses**

Both the confidential file and basic-release file contain 83,097 records, one for every sampled individual, 972 of whom were eligible according to administrative records. As depicted in Figure 3, these records can be divided into 3 subgroups. The *Nonrespondents* subgroup, includes all records indicated by ELIGFLGW=3, where no usable response was received or ineligibility could not be determined (58,039).

The analytic dataset should consist of records for the *Known Self- or Proxy- reported Ineligibles* and *Eligible Respondents* subgroups. Both the *Eligible Respondents* (ELIGFLGW=1) and *Known Self- or Proxy-reported Ineligibles* (ELIGFLGW=2) are included because both types of records were used for poststratification to population totals; both types of records are needed to compute accurate variance estimates by Taylor series linearization. To analyze the eligible completed responses use the analytic weight, RKWGT00, subset the file to ELIGFLGW = 1, 2

(i.e., records with non-zero weights), and restrict the subpopulation for analysis to ELIGFLGW=1.

**Figure 3.**  
***The Structure of the Confidential File***

Subgroups	Basic-release File	Confidential Variables	Eligibility Flag Value and Number of Records
Nonrespondents/ Not Locatable			ELIGFLGW=3 n= 58,039
Known Self- or Proxy-Reported Ineligibles			ELIGFLGW=2 n= 972
Eligible Respondents			ELIGFLGW=1 n= 23,170

Note. The shaded portion represents the subset of the data typically required for analysis.

### ***Variables in the Survey Analysis Files***

#### ***Basic-survey Dataset***

The variables in the basic-survey dataset fall into five categories: (1) Information Gathered on the Survey, (2) Variables Constructed for Analysis, (3) Information on Operations, (4) Information on sampling and record data, and (5) Information on weighting. Variables are grouped in these categories in Appendices G and H.

***Information Gathered on the Survey.*** □ These variables came directly from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The annotated questionnaire (Appendix D) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in Appendix E.

DMDC uses a standard naming convention for most variables. In general, the survey-derived variables can be classified as variables that begin with either “WERA,” “SR,” or “X.” The naming of “WERA” variables is reviewed using the example variable, “WERA021A.” For the 2007 Workplace and Equal Opportunity Survey of Reserve Component Members, variables names begin with “WERA” to denote the population, (workplace equal opportunity survey of Reserve component) and the iteration that survey has been fielded. The following three numbers correspond to the questionnaire item number. For example, the third through fifth digits indicate the question number (021), the sixth position typically indicates the question sub-item, such as (in this example) item A from a list of items in Question 21.

The “SR” variables are a set of primarily demographic items that are identically named across all DMDC surveys. The “SR” serves as a mnemonic for self-report with the remainder of the name indicating the data being collected. For example, “SRRACEA-SRRACEE” is the variable name for the item that asks sample members what race they consider themselves to be. Although all survey data are self-reported, the “SR” is used to distinguish survey-reported information from DMDC-provided information (e.g., the variables “SRRACEA-SRRACEE” from the survey is differentiated from the variable “RACE” from DMDC record files). When possible, “X” is reserved to create special crossing (doamin) variables for key analyses. “X” variables typically involve imputation for missing data and, like “SR” variables, are intended to be consistent across DMDC surveys. For more information on variable naming conventions, see Appendix E.

***Variables Constructed for Analysis.*** “R” or “BR” as the last letter of a variable listed is an indication that the variables may have been recoded to create special analysis. Only one version of each variable is available in basic-dataset. For example, certain demographic variables, including some information collected on the survey, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents. For example, WERA021ABR is the briefing recoding of WERA021A.

Certain key demographic variables were constructed for DMDC analyses. These analytic variables, starting with “X,” are based primarily on self-reported information from the survey. Typically, where the self-reported information was missing on important demographics (e.g., Service, paygrade, location, or respondent gender) data were imputed from members’ administrative record.

The race and ethnicity questions were combined to be reported in accordance with the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). Also, items were combined to derive employment indicators based on U.S. Census Bureau’s Decennial Census and Current Population Survey (2002).

Appendix J documents many of the decisions made in the analyses reported by DMDC (2007b). For a large number of survey items, analysts must make decisions on the treatment of special codes (such as Not Applicable.).

***Information on Operations.*** The DMDC-provided identification number, ADSS2005, is unique and is used to identify responses as they are processed. Other variables are created by the operations contractor but are too detailed to be in the basic-release file.

***Information from Sampling and Record Data.*** Most of the variables used in sample design and selection are too detailed to be in the basic-release file (see the later section on confidential variables).

***Information on Weighting.*** Derivation of weights is discussed in detail in DMDC (2007a). See K for examples of analyses using these variables:

ELIGFLGW	Eligibility Flag
RKWGT00	Final Weight with Non-response and Postratification Adjustments
TVSTR	Variance Estimation Strata
TVSTRPOP	Stratum Population Totals Based on Sampling Frame Counts

## ***Full Survey Dataset***

In addition to variables on the basic-survey dataset, the full survey dataset also has five additional categories of variables: (1) the raw version of survey items that appear in a collapsed form in the basic-release section, (2) the raw version of key demographic variables used in analyses that appear in a collapsed form in the basic-release section; (3) detailed variables created by the operations contractor to document operations, (4) detailed variables used in sampling, and (5) detailed variables used in weighting. Variables are grouped in these categories in F, G and H.

***Information Gathered on the Survey—Confidential variables.*** □ This section of the full survey dataset contains the original survey variables that had a recoded version in the basic-survey dataset. To the extent possible, recoded versions of these variables are in the basic-release file section under variables constructed for analysis.

***Variables Constructed for Analysis—Confidential variables.*** □ This section of the full survey dataset contains the analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the basic-survey dataset section under variables constructed for analysis.

***Information on Operations—Confidential variables.*** □ This section of the full survey dataset contains operational variables created by the operations contractor. These variables are useful for methodological studies and/or were used in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple counts; DUPRET excludes these returns.

The classification variables describe how individual sample member's records were grouped and indexed. RFLAG\_FIN indicates the final disposition status of a sample member (i.e., survey returned, blank survey returned, not locatable, or no return). Several other classification variables were used to categorize a survey's final disposition. These variables are: BLKREAS, SCSINEL, and REFUSE. BLKREAS codes the reason given by the sample member for returning a blank survey, SCSINEL indicates the reason given by the sample member for being ineligible, and REFUSE indicates whether a sample member refused to complete a survey.

***Information from Sampling and Record Data—Confidential variables.*** □ This section of the full survey dataset contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

***Information on Weighting—Confidential variables.*** □ This section of the full survey dataset contains variables used in analysis of non-response and in the construction of the weights.

### ***Using H***

Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in the tables in H. It is only by replicating these results that analysts can be sure that they are reading the data correctly. An annotated example of an H table is listed in Figure 4. Table does not reflect actual results.

**Figure 4.**  
**Annotated Example of a Table from H**

<sup>1</sup> WEOR0701 Workplace Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

<sup>2</sup>WERA021A I enjoy serving in the National Guard/Reserve.

OS DATA <sup>4</sup>		SAS DATA <sup>5</sup>			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0023-0024	2	STRAGR	NUM	3	STDOS2

FREQ <sup>6</sup>	PERCENT <sup>7</sup>	OS VALUE <sup>8</sup>	SAS VALUE <sup>9</sup>	MEANING <sup>10</sup>
1859	2.2	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
362	0.4	1	1	Strongly disagree
909	1.1	2	2	Disagree
2337	2.8	3	3	Neither agree nor disagree
11482	13.8	4	4	Agree
9658	11.6	5	5	Strongly agree
83097	99.9	TOTALS <sup>11</sup>		

<sup>12</sup> PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

<sup>13</sup>H-5

1. **Codebook title and item text.** The codebook title is the same for every table in H of this codebook. It lists survey name. If applicable, the indented text under the title presents the verbatim Question or instructions that accompany a specific item in the survey.
2. **Variable name.** The variable name for a survey item is up to eight characters in length and corresponds to the variable name that is used in the SAS<sup>®</sup>-based, basic-release data file. The conventions for naming survey-derived variables are documented in E. F and G contains a full listing of the basic-release file variables, as well as short descriptions of what the variables document.
3. **Survey item text.** For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.
4. **Location of the item on the OS data file.** This block provides the location of the variable on the OS data file. The OS data block documents (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy.
5. **SAS data file information.** This block indicates format name, variable type (character or number), length and informat of the data in the SAS<sup>®</sup> data file. The last block indicates the informat appropriate for reading the data from the OS data file.

6. **Counts of item value responses.** This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 36054 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.
7. **Respondent percentages for each value.** This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 36054 records in the accompanying database.
8. **Response OS values.** This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in E. For example, all negative values are found in E.
9. **Response SAS® values.** This column presents the SAS® code for the response values for each variable. Further details on the values in this column are found in either the annotated survey form or in E. An explanation of negative values is presented in E.
10. **Explanation of the item value codes.** This column presents brief verbal explanations of the OS and SAS® coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are presented in the annotated survey form (D) and in E.
11. **Total of response frequencies and percents.** The number appearing at the bottom of the "FREQ" column is the total number of sample members in the basic-release file. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the "PERCENT" column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.
12. **Messages to analysts.** The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent; (b) the variable having values that are "too numerous to list;" (c) extraction of the variable from another specified database; (d) creation of the variable from two or more variables specified in the message; and (e) further clarification of the survey item corresponding to the variable.
13. **Codebook page number.** This is the H page number corresponding to a specific variable. F and G identifies the page number in H where the variable can be found.



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# **Appendix A**

**2007 Workplace and Equal Opportunity Survey of  
Reserve Component Members:  
Paper Form**





RCS: DD-P&R(QD) 1946  
Exp: 12/31/07  
DMDC Survey No. 07-0028

# *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*

***Department of Defense  
Human Resources  
Strategic Assessment  
Program (HRSAP)***



Please return your completed survey in the business reply envelope through a U.S. government mail room or post office.

DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING CENTER  
DATA RECOGNITION CORPORATION  
P.O. BOX 5720  
HOPKINS, MN 55343

## COMPLETION INSTRUCTIONS

- Use a blue or black pen.
- Place an "X" in the appropriate box or boxes.

RIGHT ☒

WRONG ☒ ☐

- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER ☒

INCORRECT ANSWER ☐

## PRIVACY ACT & INFORMED CONSENT

In accordance with the Privacy Act, this notice informs you of the purpose of the HRSAP Surveys and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

**Returning this survey indicates your agreement to participate in this research.**

**AUTHORITY:** 10 United States Code, Sections 136, 481, 1782, and 2358. 14 USC 1.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to research attitudes and perceptions about racial and ethnic issues including harassment and discrimination and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Department of Defense (DoD), Department of Homeland Security (DHS), each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the following Web site: <http://www.dmdc.osd.mil/surveys/>. In no case will individual identifiable survey responses be reported.

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on this survey is voluntary. Most people take 16-30 minutes to complete the survey. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel and Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if a direct threat to harm yourself or others is found in survey comments or communications about the survey, DMDC is legally required to forward information about that threat to an office in your area for appropriate action.

**SURVEY ELIGIBILITY AND POTENTIAL BENEFITS:** DMDC uses well-established, scientific procedures to select a sample that represents the Defense community. This sampling procedure sets up clusters of people based on combinations of demographic characteristics (for example, location, gender). You were selected at random from one of these clusters of people. This is your chance to be heard on issues that directly affect you. While there is no benefit just for you for your individual participation, your answers on a survey **make a difference**. For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.

**STATEMENT OF RISK:** The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as answers to survey questions. Answers to survey questions may be shared with organizations doing research on DoD personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. To further minimize this risk, some variables are randomly set to missing. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

**If you are a victim of racial/ethnic harassment or a person who wishes to prevent or respond to it,** you may want to contact your Service's local equal opportunity office. To reach a hotline for your Service call:

**Army:** 1-800-267-9964 **Marine Corps:** 703-784-9371 **Navy:** 1-800-253-0931 **Air Force:** 1-800-616-3775 **Coast Guard:** 1-800-222-0364

To reach Military OneSource 24/7 you can call a hotline number: Stateside: 1-800-342-9647 Overseas: 00-800-3429-8477 or call collect 1-484-530-5908. Worldwide: [www.militaryonesource.com](http://www.militaryonesource.com). Coast Guard members may want to call Employee Assistance Program Counseling Services 1-800-222-0364.

**If you have questions about the survey,** please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message any time, toll-free, at 1-800-881-5307.

**If you have concerns about your rights as a research participant,** please contact Ms. Caroline Miner, Human Subjects Protections Specialist, Deployment Health Support Division, 5113 Leesburg Pike, Skyline 4, Suite 403, Falls Church, VA 22041, [humansubjects@deploymenthealth.osd.mil](mailto:humansubjects@deploymenthealth.osd.mil), 703-575-2677, Fax 703-824-4216.

## YOUR BACKGROUND

### 1. Of which Reserve component were you a member on August 27, 2007?

- |   |  |
|---|--|
| <input type="checkbox"/> Army National Guard                                    | <input type="checkbox"/> Air National Guard  |
| <input type="checkbox"/> Army Reserve   | <input type="checkbox"/> Air Force Reserve   |
| <input type="checkbox"/> Navy Reserve   | <input type="checkbox"/> Coast Guard Reserve |
| <input type="checkbox"/> Marine Corps Reserve                                   |  |
| <input type="checkbox"/> No Reserve component ⇒ stop here and return the survey |  |

### 2. Are you . . . ?

- ☐ Male ☐ Female

### 3. What is your current paygrade? *Mark one.*

- |                              |                              |                              |                                       |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O-1E     |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O-2E     |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O-3E     |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 |                              | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
|                              |                              |                              | <input type="checkbox"/> O-6 or above |

### 4. Are you Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

### 5. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

**Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents' or ancestors' country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.**

### 6. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on).

Please print.

7. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☐ 12 years or less of school (no diploma)
- ☐ High school graduate—high school diploma or equivalent (for example, GED)
- ☐ Some college credit, but less than 1 year
- ☐ 1 or more years of college, no degree
- ☐ Associate's degree (for example, AA, AS)
- ☐ Bachelor's degree (for example, BA, AB, BS)
- ☐ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

8. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

- ☐ Yes
- ☐ No

9. About how many miles would you have to drive, one way, to get to the nearest military installation from your residence?

- ☐ 10 miles or less
- ☐ 11 to 20 miles
- ☐ 21 to 40 miles
- ☐ 41 to 60 miles
- ☐ 61 to 100 miles
- ☐ 101 miles or more

#### FAMILY AND HOUSEHOLD INFORMATION

10. What is your marital status? *Mark one.*

- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

11. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend ⇒ IF DOES NOT APPLY, THEN GO TO QUESTION 14
- ☐ Less than 1 year
- ☐ 1 year to less than 6 years
- ☐ 6 years to less than 10 years
- ☐ 10 years or more

12. Is your spouse/significant other Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

13. What race is your spouse/significant other? *Mark one or more races to indicate what you consider your spouse/significant other to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

#### SATISFACTION AND RETENTION INTENTION

14. How many years have you spent in military service? *To indicate less than one year, enter "0".*

Years

15. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

16. In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?

- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend
- ☐ Very favorably
- ☐ Somewhat favorably
- ☐ Neither favorably nor unfavorably
- ☐ Somewhat unfavorably
- ☐ Very unfavorably

17. In your opinion, how does your family view your participation in the National Guard/Reserve?

- ☐ Very favorably
- ☐ Somewhat favorably
- ☐ Neither favorably nor unfavorably
- ☐ Somewhat unfavorably
- ☐ Very unfavorably

18. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse

19. In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better  
☐ Better  
☐ Neither better nor worse  
☐ Worse  
☐ Much worse

20. Overall, how satisfied are you with the military way of life?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I enjoy serving in the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving in the National Guard/Reserve is consistent with my personal goals.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I would feel guilty if I left the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I really feel as if the military's values are my own .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. If I left the National Guard/Reserve, I would feel like I had let my country down .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. Continued.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I intend to leave the National Guard/Reserve at the next available opportunity.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. I am proud to tell others that I am a member of my National Guard/Reserve component .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. If you had a close personal friend considering military service, would you recommend that he/ she join? Mark "Yes" or "No" for each item.

	Yes	No
a. A friend who is White .....	<input type="checkbox"/>	<input type="checkbox"/>
b. A friend who is Black or African American ...	<input type="checkbox"/>	<input type="checkbox"/>
c. A friend who is American Indian or Alaska Native .....	<input type="checkbox"/>	<input type="checkbox"/>
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) .....	<input type="checkbox"/>	<input type="checkbox"/>
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) .....	<input type="checkbox"/>	<input type="checkbox"/>
f. A friend who is Spanish/Hispanic/Latino.....	<input type="checkbox"/>	<input type="checkbox"/>

## TEMPO

23. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? To indicate none, enter "0".

<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	----------------------	----------------------

Days

24. In the past 12 months, how many nights did you spend away from your home because of your military duties? Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".

<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	----------------------	----------------------

Nights



25. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

- ☐ Much more than expected
- ☐ More than expected
- ☐ Neither more nor less than expected
- ☐ Less than expected
- ☐ Much less than expected

26. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?

- ☐ Greatly increased your desire to stay
- ☐ Increased your desire to stay
- ☐ Neither increased nor decreased your desire to stay
- ☐ Decreased your desire to stay
- ☐ Greatly decreased your desire to stay

27. Are you currently a member of the National Guard/Reserve on full-time active duty (AGR/FTS/AR)?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 37
- ☐ No

#### EMPLOYMENT/STUDENT STATUS

The following questions ask you to report your employment and student status. If you are currently activated, report your employment and student status in the week prior to your current activation.

28. Are you a military technician?

- ☐ Yes, I am currently a military technician
- ☐ Yes, in the week before my current activation I was a military technician
- ☐ No

29. Do you have a civilian job?

- ☐ Yes, I currently have a civilian job
- ☐ Yes, in the week before my current activation I had a civilian job
- ☐ No

30. Are you a student?

- ☐ Yes, I am currently a student
- ☐ Yes, in the week before my current activation I was a student
- ☐ No

#### ACTIVATION/DEPLOYMENT STATUS

Please read the following definitions carefully. In this survey, the term “**activation**” refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term “**deployment**” refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member’s permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

31. Have you been activated in the past 12 months? *This includes activations that started more than 12 months ago and continued into the past 12 months.*

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 38

32. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 36

33. In the past 12 months, have your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- ☐ Voluntary      ☐ Involuntary      ☐ Both

34. Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 36

35. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- ☐ CONUS      ☐ OCONUS      ☐ Both

36. Are you currently activated?

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 38



37. Are you currently deployed?

☐ Yes

☐ No

38. Since September 11, 2001, have you been deployed for any of the following operations? *Mark one answer for each item.*

	No		
Yes, but not in the past 12 months			
Yes, in the past 12 months			
a. Operation Noble Eagle (airport security) ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom (Afghanistan) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### YOUR MILITARY WORKPLACE

39. How long have you been in your present military unit? *To indicate less than one year, enter "0".*

		Years
--	--	-------

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? *Mark one answer for each statement.*

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a. You trust your supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly. .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her. ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/ supervision you receive.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

41. What is the race/ethnic background of your immediate supervisor in your current military work group? *Mark one or more to describe his/her race/ethnicity.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)
- ☐ Spanish/Hispanic/Latino
- ☐ Don't know

42. Are you currently in a military work environment where members of your racial/ethnic background are uncommon?

☐ Yes

☐ No

43. How much do you agree or disagree with the following statements about your military workplace? *Mark one answer for each statement.*

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a. I know what is expected of me at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every duty day ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 duty days, I have received recognition or praise for doing good work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my National Guard/Reserve component makes me feel my job is important.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. In the last 6 months, someone at work has talked to me about my progress .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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44. How much do you agree or disagree with the following statements about the people you work with at your military workplace? *Mark one answer for each statement.*

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
-------------------	----------	----------------------------	-------	----------------

- a. There is very little conflict among your coworkers.....
- b. Your coworkers put in the effort required for their jobs.....
- c. The people in your work group tend to get along.....
- d. The people in your work group are willing to help each other.....
- e. You are satisfied with the relationships you have with your coworkers.....
- f. You put more effort into your job than your coworkers do.....

45. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each statement.*

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
-------------------	----------	----------------------------	-------	----------------

- a. Your work provides you with a sense of pride.....
- b. Your work makes good use of your skills.....
- c. You like the kind of work you do.....
- d. Your job gives you the chance to acquire valuable skills.....
- e. You are satisfied with your job as a whole.....

46. Overall, how well prepared . . . *Mark one answer for each item.*

Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
----------------------	-----------------	----------------------------------	---------------	--------------------

- a. Are you to perform your wartime job?.....
- b. Is your unit to perform its wartime mission?.....

47. How would you rate . . . *Mark one answer for each item.*

Very low	Low	Moderate	High	Very high
----------	-----	----------	------	-----------

- a. Your current level of morale? .....
- b. The current level of morale in your unit? .....

48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each statement.*

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
-------------------	----------	----------------------------	-------	----------------

- a. Members in your unit really care about each other.....
- b. Members in your unit work well as a team.....
- c. Members in your unit pull together to get the job done.....
- d. Members in your unit trust each other.....

## STRESS, HEALTH, AND WELL-BEING

49. How true or false is each of the following statements for you? *Mark one answer for each statement.*

Definitely true	Mostly true	Mostly false	Definitely false
-----------------	-------------	--------------	------------------

- a. I am as healthy as anybody I know.....
- b. I seem to get sick a little easier than other people.....
- c. I expect my health to get worse.....
- d. My health is excellent.....

- ◆ 50. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Mark one answer for each item.*

	All or most of the time	A good bit of the time	Some of the time	Little or none of the time
a. Cut down on the amount of time you spent on work or other activities .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Accomplished less than you would like .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were limited in the kind of work or other activities you do .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Had difficulty performing the work or other activities you do (for example, it took extra effort).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

51. Overall, how would you rate . . . *Mark one answer for each item.*

	Much more than usual	More than usual	About the same as usual	Less than usual	Much less than usual
a. The current level of stress in your <u>military</u> life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The current level of stress in your <u>personal</u> life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

52. In the past month, how often have you . . . *Mark one answer for each item.*

	Very often	Fairly often	Sometimes	Almost never	Never
a. Been upset because of something that happened unexpectedly? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Felt that you were unable to control the important things in your life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Felt nervous and stressed? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Felt confident about your ability to handle your personal problems? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Felt that things were going your way? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Found that you could not cope with all of the things you had to do? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Been able to control irritations in your life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Felt that you were on top of things? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Been angered because of things that were outside of your control? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Felt difficulties were piling up so high that you could not overcome them? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

53. How frequently during the past 12 months have you been in circumstances where you thought

- Military Personnel (Active Duty or National Guard/Reserve)
  - on- or off-duty
  - on- or off-installation; and/or
- DoD/DHS Civilian Employees and/or Contractors
  - In your military workplace or on your installation/ship . . .

*Mark one answer for each item.*

	Often	Sometimes	Once or twice	Never
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Vandalized your property because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Other race/ethnic-related experiences? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? **Mark one answer for each statement.**

	No, or does not apply	Yes, but my race/ethnicity was NOT a factor	Yes, and my race/ethnicity was a factor
a. You were rated lower than you deserved on your last military evaluation.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last military evaluation contained unjustified negative comments.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others in your military job...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get a military award or decoration given to others in similar circumstances .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current military assignment has not made use of your job skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were not able to attend a major school needed for your military specialty..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You received lower grades than you deserved in your military training .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You did not get a military job assignment that you wanted because of scores that you got on tests.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Your current military assignment is not good for your career if you continue in the military.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not learn until it was too late of opportunities that would help your military career .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. You were unable to get straight answers about your military promotion possibilities.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. You were taken to nonjudicial punishment or court martial when you should not have been.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. You were punished at your military job for something that others did without being punished.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. You were excluded by your military peers from social activities.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. You had other bothersome experiences at your military job.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

55. Based on your responses to Questions 53-54, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? **Mark one.**

- ☐ Yes, racial/ethnic harassment  
☐ Yes, racial/ethnic discrimination  
☐ Yes, both racial/ethnic harassment and discrimination  
☐ No, neither racial/ethnic harassment nor discrimination ⇒ IF NO, GO TO QUESTION 57  
☐ Does not apply, I did not mark that anything had happened to me because of race/ethnicity ⇒ IF DOES NOT APPLY, GO TO QUESTION 75

56. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU? **Mark one.**

- ☐ No  
☐ Yes, some of it  
☐ Yes, all of it

#### ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

57. Think about the situations you experienced during the past 12 months that involved the behaviors you marked in Questions 53-54 as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most.

What behavior(s) did you experience during the situation? **Mark "Yes" or "No" for each item.**

	Yes	No
a. Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Race/ethnic-related threats, intimidation, vandalism, or physical assault .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential.....	<input type="checkbox"/>	<input type="checkbox"/>
d. Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations.....	<input type="checkbox"/>	<input type="checkbox"/>
e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity .....	<input type="checkbox"/>	<input type="checkbox"/>





57. Continued.

- f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity ..... ☐ Yes ☐ No
- g. Other ways in which you have been bothered/hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity ..... ☐ Yes ☐ No

Please print.

58. To what extent was this situation . . . Mark one answer for each item.

- |                          | Very large extent        | Large extent             | Moderate extent          | Small extent             | Not at all               |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Annoying? .....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Offensive? .....      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Disturbing? .....     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Threatening? .....    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Disillusioning? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

59. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once
- ☐ Occasionally
- ☐ Frequently

60. How long did this situation last or, if continuing, how long has it been going on?

- ☐ Less than 1 week
- ☐ 1 week to less than 1 month
- ☐ 1 month to less than 3 months
- ☐ 3 months to less than 6 months
- ☐ 6 months or more

61. Where did this situation occur? Mark one.

- ☐ At a military installation (for example, on base)
- ☐ Some behaviors occurred at a military installation and some did not
- ☐ Not at a military installation (for example, off base) ⇒ IF NO, GO TO QUESTION 63

62. Did any of the behaviors in the situation on base occur . . . Mark "Yes" or "No" for each item.

- |  | Yes                      | No                       |
|--|--------------------------|--------------------------|
| a. At your military work (the place where you perform your military duties)? .....                                 | <input type="checkbox"/> | <input type="checkbox"/> |
| b. During duty hours? .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| c. In a military work environment where members of your racial/ethnic background are uncommon? .....               | <input type="checkbox"/> | <input type="checkbox"/> |
| d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)? ..... | <input type="checkbox"/> | <input type="checkbox"/> |

63. Did any of the behaviors in the situation occur while you were . . . Mark "Yes," "No," or "Does not apply" for each item.

- |  | Does not apply           | No                       | Yes                      |
|--|--------------------------|--------------------------|--------------------------|
| a. Deployed? .....                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. At your civilian job? .....         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. At your civilian school? .....      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Near your place of residence? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

64. Was the offender(s) . . . ? Mark one.

- ☐ One person (male)
- ☐ One person (female)
- ☐ More than one person (all males)
- ☐ More than one person (all females)
- ☐ More than one person (both males and females)
- ☐ Not sure

65. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

- |  | Yes                      | No                       | Don't know               |
|--|--------------------------|--------------------------|--------------------------|
| a. White? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Black or African American? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. American Indian or Alaska Native? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Spanish/Hispanic/Latino? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



66. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

	Don't know	No	Yes
a. Someone in your chain-of-command? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade than you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/DHS civilian employee(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/DHS civilian contractor(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Unknown person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

67. As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

	Yes	No
a. Try to ignore the behavior? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to avoid the person(s) who bothered you? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) to stop? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Ask someone else to speak to the person(s) for you? .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Settle it yourself physically? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. Call a hotline for advice/information (not to file a complaint)? .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Request a transfer? .....	<input type="checkbox"/>	<input type="checkbox"/>
h. Think about getting out of your National Guard/Reserve component? .....	<input type="checkbox"/>	<input type="checkbox"/>
i. Accomplish less than you would like at your military work? .....	<input type="checkbox"/>	<input type="checkbox"/>

68. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.

	Yes	No
a. Someone in your chain-of-command .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone in the chain-of-command of the person who did it .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Other person or office with responsibility for follow-up .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Chaplain, counselor, ombudsman, or health care provider .....	<input type="checkbox"/>	<input type="checkbox"/>

If you answered "No" to every item in Question 68, GO TO QUESTION 74.

69. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each statement.

	Don't know	No	Yes
a. Person(s) who bothered you was talked to about the behavior .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The situation was resolved informally .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were encouraged to drop the complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your complaint was discounted or not taken seriously .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Members of your chain-of-command were hostile toward you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your coworkers were hostile toward you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. No action was taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You do not know what action was taken .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

70. How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file a complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Availability of information about how to follow-up on a complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Treatment by personnel handling your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Amount of time it took/is taking to resolve your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. How well you were/are kept informed about the progress of your complaint .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Degree to which your privacy was/is being protected .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. The complaint process overall .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

71. Was your complaint found to be true? Mark one.

- ☐ Yes
- ☐ No
- ☐ They were unable to determine whether your complaint was true or not
- ☐ Does not apply, the action is still being processed ⇒ IF DOES NOT APPLY, GO TO QUESTION 73

72. How satisfied were you with the outcome of your complaint?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

73. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.

- |  | Don't know               | No                       | Yes                      |
|--|--------------------------|--------------------------|--------------------------|
| a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)? .....                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If you reported the situation to a National Guard/ Reserve/DoD/DHS individual or organization, GO TO QUESTION 75.

74. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

- |   | No                       | Yes                      |
|---|--------------------------|--------------------------|
| a. You thought it was not important enough to report.....   | <input type="checkbox"/> | <input type="checkbox"/> |
| b. You did not know how to report.....  | <input type="checkbox"/> | <input type="checkbox"/> |
| c. You felt uncomfortable making a report .....   | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You took care of the problem yourself .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| e. You did not think anything would be done ....  | <input type="checkbox"/> | <input type="checkbox"/> |
| f. You thought you would not be believed .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You thought reporting would take too much time and effort .....                                    | <input type="checkbox"/> | <input type="checkbox"/> |
| h. You thought you would be labeled a troublemaker .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| i. You thought it would make your work situation unpleasant.....                                      | <input type="checkbox"/> | <input type="checkbox"/> |
| j. You thought your performance evaluation or chance for promotion would suffer.....                  | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends ..... | <input type="checkbox"/> | <input type="checkbox"/> |
| l. You were afraid of retaliation/reprisals from your chain-of-command .....                          | <input type="checkbox"/> | <input type="checkbox"/> |
| m. You did not know the identity of the person(s) who did it.....                                     | <input type="checkbox"/> | <input type="checkbox"/> |

EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live . . . Mark one answer for each item.

- |   | Never                    | Once or twice            | Sometimes                | Often                    |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Told stories or jokes which were racist or depicted your race/ethnicity negatively? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Were condescending to you because of your race/ethnicity? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Displayed tattoos or wore distinctive clothes which were racist? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Did not include you in social activities because of your race/ethnicity? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? ..  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)? .....                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Vandalized your property because of your race/ethnicity? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you? .....                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Physically threatened or intimidated you because of your race/ethnicity? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Assaulted you physically because of your race/ethnicity? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. Other race/ethnic-related experiences involving civilians in the local community? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please print.



76. Based on your responses to Question 75, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? *Mark one.*

- ☐ Yes, racial/ethnic harassment  
☐ Yes, racial/ethnic discrimination  
☐ Yes, both racial/ethnic harassment and discrimination  
☐ No, neither racial/ethnic harassment nor discrimination ⇒ IF NO, GO TO QUESTION 78  
☐ Does not apply, you did not mark that anything had happened to you because of race/ethnicity ⇒ IF DOES NOT APPLY, GO TO QUESTION 78

77. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU? *Mark one.*

- ☐ No  
☐ Yes, some of it  
☐ Yes, all of it

#### PERSONNEL POLICY AND PRACTICES

78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each item.*

- a. Senior leadership of my National Guard/ Reserve component.....  
b. Senior leadership of my installation/ship...  
c. My immediate supervisor.....

Don't know	No	Yes
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?

- ☐ Too much attention  
☐ The right amount of attention  
☐ Too little attention

80. How would you rate race relations . . . *Mark one answer for each item.*

- a. In your military work group?.....  
b. At your military duty station?.....  
c. In your National Guard/Reserve component? .....

Excellent	Very good	Good	Fair	Poor
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

80. Continued.

- d. In the local community around where you live? .....  
e. In the local community around your military duty station? .....

Excellent	Very good	Good	Fair	Poor
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

81. In your military work group, to what extent . . . *Mark one answer for each statement.*

- a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?.....  
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously? ...  
c. Would people be able to get away with racial/ethnic harassment and discrimination? .....  
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?.....  
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?.....

Not at all	Small extent	Moderate extent	Large extent	Very large extent
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

82. At your military duty station . . . *Mark "Yes" or "No" for each item.*

- a. Would you know how to report experiences of race/ethnic harassment and/or discrimination? .....  
b. Is the availability of complaint hotlines publicized? .....

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>

83. At your military duty station, to what extent . . . *Mark one answer for each item.*

- a. Are racist/extremist organizations or individuals a problem? .....  
b. Are hate crimes a problem?.....  
c. Are gangs a problem?.....

Not at all	Small extent	Moderate extent	Large extent	Very large extent
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 84. In the local community around where you live, to what extent . . . **Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are racist/extremist organizations or individuals a problem? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Are hate crimes a problem? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Are gangs a problem? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

85. To what extent . . . **Mark one answer for each statement.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you feel comfortable interacting with people from different race/ethnic groups? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

86. During the past 12 months, have you been involved in a racial confrontation . . . **Mark one answer for each item.**

	Yes, and I have seen it happen to others	Yes, but I have NOT seen it happen to others	No, but I have seen it happen to others	No, and I have NOT seen it happen to others
a. On your installation/ship? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. In the local community around your military duty station? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In the local community around where you live? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

87. During the past 12 months, has someone asked you . . . **Mark "Yes" or "No" for each item.**

	Yes	No
a. To <u>join</u> an extremist organization? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. To <u>participate</u> in extremist activities? .....	<input type="checkbox"/>	<input type="checkbox"/>

88. Do you regularly read websites/literature that . . . **Mark "Yes" or "No" for each item.**

	Yes	No
a. Advocate the separation of people based on race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Warn of the dangers of interactions between people of different races/ethnicities? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Point out the dangers of racial/ethnic diversity? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Point out the dangers of racial/ethnic tolerance? .....	<input type="checkbox"/>	<input type="checkbox"/>

89. Do you agree with the ideals of organizations that . . . **Mark "Yes" or "No" for each item.**

	Yes	No
a. Advocate the separation of people based on race/ethnicity? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Warn of the dangers of interactions between people of different races/ethnicities? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Point out the dangers of racial/ethnic diversity? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Point out the dangers of racial/ethnic tolerance? .....	<input type="checkbox"/>	<input type="checkbox"/>

## TRAINING

90. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?

- ☐ Yes  
☐ No ⇒ IF NO, GO TO QUESTION 94

91. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? **To indicate nine or more, enter "9".**

Times

92. My National Guard/Reserve component's training . . . **Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 92. Continued.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Identifies behaviors that are offensive to others and should not be tolerated .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Makes me feel it is safe to complain about offensive, race/ethnic-related situations .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Promotes cross-cultural awareness .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Promotes religious tolerance .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

93. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

- ☐ Very effective  
☐ Moderately effective  
☐ Slightly effective  
☐ Not at all effective

### MILITARY/CIVILIAN COMPARISONS

94. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?

- ☐ Don't know, I have not worked in a civilian job  
☐ Much less often in the military  
☐ Less often in the military  
☐ About the same  
☐ More often in the military  
☐ Much more often in the military

95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? *Mark one answer for each item.*

	Much better as a civilian	Better as a civilian	No difference	Better in the military	Much better in the military
a. Promotion opportunities .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Pay and benefits .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Fair performance evaluations .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Education and training opportunities .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Quality of life .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Fair administration of criminal justice .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Chance to show pride in yourself .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Chance to show pride in your race/ethnic group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Freedom from harassment .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Freedom from discrimination .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Freedom from racist/extremist organizations, hate crimes, or gangs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Race/ethnic relations overall .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

96. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?

- ☐ Better today  
☐ About the same as 5 years ago  
☐ Worse today

97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . *Mark one answer for each item.*

	Much worse	Worse	Neither better nor worse	Better	Much better
a. Blacks or African Americans? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. American Indians or Alaska Natives? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- ☐ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often
- ☐ Don't know, I have been in the military less than 5 years ⇒ IF DON'T KNOW, GO TO QUESTION 101

- ☐ Better today
- ☐ About the same as 5 years ago
- ☐ Worse today

Much worse  
Worse  
Neither better nor worse  
Better  
Much better

- Blacks or African Americans? .....
- American Indians or Alaska Natives? .....
- Asians, Native Hawaiians or Pacific Islanders? .....
- Spanish/Hispanic/Latinos? .....
- Arab Americans? .....
- Whites? .....
- Muslims? .....

**101. If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.**

## **Appendix B**

**2007 Workplace and Equal Opportunity Survey of  
Reserve Component Members:  
Web Form**



# 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

## YOUR BACKGROUND

### 1. Of which Reserve component were you a member on August 27, 2007?

- ☐ Army National Guard
- ☐ Army Reserve
- ☐ Navy Reserve
- ☐ Marine Corps Reserve
- ☐ Air National Guard
- ☐ Air Force Reserve
- ☐ Coast Guard Reserve
- ☐ No Reserve component

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

### 2. Are you...?

- ☐ Male
- ☐ Female

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

### 3. What is your current paygrade? *Mark one.*

- |                              |                              |                              |                                       |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O-1E     |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O-2E     |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O-3E     |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 |                              | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
|                              |                              |                              | <input type="checkbox"/> O-6 or above |

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

### 4. Are you Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

### 5. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents' or ancestors' country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.

### 6. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on.)

\*\*\*\*\* Page Break \*\*\*\*\*



## YOUR BACKGROUND

**7. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.***

- ☐ 12 years or less of school (no diploma)
- ☐ High school graduate—high school diploma or equivalent (for example, GED)
- ☐ Some college credit, but less than 1 year
- ☐ 1 or more years of college, no degree
- ☐ Associate's degree (for example, AA, AS)
- ☐ Bachelor's degree (for example, BA, AB, BS)
- ☐ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

**8. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?**

- ☐ Yes
- ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

**9. About how many miles would you have to drive, one way, to get to the nearest military installation from your residence?**

- ☐ 10 miles or less
- ☐ 11 to 20 miles
- ☐ 21 to 40 miles
- ☐ 41 to 60 miles
- ☐ 61 to 100 miles
- ☐ 101 miles or more

\*\*\*\*\* Page Break \*\*\*\*\*

## FAMILY AND HOUSEHOLD INFORMATION

**10. What is your marital status? *Mark one.***

- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

\*\*\*\*\* Page Break \*\*\*\*\*

## FAMILY AND HOUSEHOLD INFORMATION

**11. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?**

- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend
- ☐ Less than 1 year
- ☐ 1 year to less than 6 years
- ☐ 6 years to less than 10 years
- ☐ 10 years or more

\*\*\*\*\* Page Break \*\*\*\*\*

## FAMILY AND HOUSEHOLD INFORMATION

**12. Is your spouse/significant other Spanish/Hispanic/Latino?**

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

\*\*\*\*\* Page Break \*\*\*\*\*

## FAMILY AND HOUSEHOLD INFORMATION

**13. What race is your spouse/significant other? *Mark one or more races to indicate what race you consider your spouse/significant other to be.***

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**14. How many years have you spent in military service? *To indicate less than 1 year, enter "0".***

Years

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**15. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?**

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**16. In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?**

- ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend
- ☐ Very favorably
- ☐ Somewhat favorably
- ☐ Neither favorably nor unfavorably
- ☐ Somewhat unfavorably
- ☐ Very unfavorably

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**17. In your opinion, how does your family view your participation in the National Guard/Reserve?**

- ☐ Very favorably
- ☐ Somewhat favorably
- ☐ Neither favorably nor unfavorably
- ☐ Somewhat unfavorably
- ☐ Very unfavorably

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**18. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?**

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**19. In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?**

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**20. Overall, how satisfied are you with the military way of life?**

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? *Mark one answer for each statement.***

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
a. I enjoy serving in the National Guard/Reserve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Serving in the National Guard/Reserve is consistent with my personal goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I would feel guilty if I left the National Guard/Reserve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**(Continued) How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? Mark one answer for each statement.**

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neither agree nor disagree</b>	<b>Disagree</b>	<b>Strongly disagree</b>
e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I really feel as if the military's values are my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. If I left the National Guard/Reserve, I would feel like I had let my country down.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. I intend to leave the National Guard/Reserve at the next available opportunity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. I am proud to tell others that I am a member of my National Guard/Reserve component.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

**22. If you had a close personal friend considering military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.**

	Yes	No
a. A friend who is White	<input type="radio"/>	<input type="radio"/>
b. A friend who is Black or African American	<input type="radio"/>	<input type="radio"/>
c. A friend who is American Indian or Alaska Native	<input type="radio"/>	<input type="radio"/>
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input type="radio"/>	<input type="radio"/>
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input type="radio"/>	<input type="radio"/>
f. A friend who is Spanish/Hispanic/Latino	<input type="radio"/>	<input type="radio"/>

**How does race/ethnicity influence whether you would recommend military service to a close personal friend?**

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

**23. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? To indicate none, enter "0".**

Days

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

**24. In the past 12 months, how many nights did you spend away from your home because of your military duties? Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".**

Nights

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

**25. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?**

- ☐ Much more than expected
- ☐ More than expected
- ☐ Neither more nor less than expected
- ☐ Less than expected
- ☐ Much less than expected

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

**26. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?**

- ☐ Greatly increased your desire to stay
- ☐ Increased your desire to stay
- ☐ Neither increased nor decreased your desire to stay
- ☐ Decreased your desire to stay
- ☐ Greatly decreased your desire to stay

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

**27. Are you currently a member of the National Guard/Reserve on full-time active duty ([AGR/FTS/AR](#))?**

- ☐ Yes
- ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*



## EMPLOYMENT/STUDENT STATUS

If you are currently activated, report whether you were a military technician in the week prior to your current activation.

**28. Are you a military technician?**

- ☐ Yes, I am currently a military technician
- ☐ Yes, in the week before my current activation I was a military technician
- ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

If you are currently activated, report your employment status in the week prior to your current activation.

**29. Do you have a civilian job?**

- ☐ Yes, I currently have a civilian job
- ☐ Yes, in the week before my current activation I had a civilian job
- ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

If you are currently activated, report your student status in the week prior to your current activation.

**30. Are you a student?**

- ☐ Yes, I am currently a student
- ☐ Yes, in the week before my current activation I was a student
- ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

Please read the following definitions carefully. When you see any form of the terms "**activation**" or "**deployment**" later in the survey, you can click on the words to recall these definitions.

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term "**deployment**" refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

31. Have you been [activated](#) in the past 12 months? *This includes [activations](#) that started more than 12 months ago and continued into the past 12 months.*

- ☐ Yes  
☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

32. Was at least one of your [activations](#) in the past 12 months longer than 30 consecutive days?

- ☐ Yes  
☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

33. In the past 12 months, have your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- ☐ Voluntary
- ☐ Involuntary
- ☐ Both

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

34. Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?

- ☐ Yes
- ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

35. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- ☐ CONUS
- ☐ OCONUS
- ☐ Both

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

36. Are you currently activated?

- ☐ Yes
- ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

37. Are you currently deployed?

☐ Yes

☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

38. Since September 11, 2001, have you been deployed for any of the following operations?  
*Mark one answer for each item.*

	Yes, in the past 12 months	Yes, but not in the past 12 months	No
a. Operation Noble Eagle (airport security)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom (Afghanistan)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

39. How long have you been in your present military unit? *To indicate less than one year, enter "0".*

Years

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

**40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? *Mark one answer for each statement.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. You trust your supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your supervisor ensures that all assigned personnel are treated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. There is very little conflict between your supervisor and the people who report to him/her.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your supervisor evaluates your work performance fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your supervisor assigns work fairly in your work group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. You are satisfied with the direction/supervision you receive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

**41. What is the race/ethnic background of your immediate supervisor in your current military work group? *Mark one or more to describe his/her race/ethnicity.***

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
- ☐ Spanish/Hispanic/Latino
- ☐ Don't know

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

**42. Are you currently in a military work environment where members of your racial/ethnic background are uncommon?**

☐ Yes

☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

**43. How much do you agree or disagree with the following statements about your military workplace? *Mark one answer for each statement.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I know what is expected of me at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every duty day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 duty days, I have received recognition or praise for doing good work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How much do you agree or disagree with the following statements about your military workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
h. The mission/purpose of my National Guard/Reserve component makes me feel my job is important.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My coworkers are committed to doing quality work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I have a best friend at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. In the last 6 months, someone at work has talked to me about my progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. This last year, I have had opportunities at work to learn and to grow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. My supervisor helps everyone in my work group feel included.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

**44. How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. There is very little conflict among your coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your coworkers put in the effort required for their jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The people in your work group tend to get along.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The people in your work group are willing to help each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are satisfied with the relationships you have with your coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. You put more effort into your job than your coworkers do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

**45. How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Your work provides you with a sense of pride.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your work makes good use of your skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You like the kind of work you do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your job gives you the chance to acquire valuable skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You are satisfied with your job as a whole.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*



## YOUR MILITARY WORKPLACE

**46. Overall, how well prepared . . . Mark one answer for each item.**

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
a. Are <u>you</u> to perform your wartime job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Is <u>your unit</u> to perform its wartime mission?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

**47. How would you rate . . . Mark one answer for each item.**

	Very high	High	Moderate	Low	Very low
a. <u>Your</u> current level of morale?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The current level of morale <u>in your unit</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

**48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Members in your unit really care about each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Members in your unit work well as a team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Members in your unit pull together to get the job done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Members in your unit trust each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

**49. How true or false is each of the following statements for you? *Mark one answer for each statement.***

	Definitely false	Mostly false	Mostly true	Definitely true
a. I am as healthy as anybody I know.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I seem to get sick a little easier than other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I expect my health to get worse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My health is excellent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

**50. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Mark one answer for each item.***

	Little or none of the time	Some of the time	A good bit of the time	All or most of the time
a. Cut down on the amount of time you spent on work or other activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Accomplished less than you would like	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Were limited in the kind of work or other activities you do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Had difficulty performing the work or other activities you do (for example, it took extra effort)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

**51. Overall, how would you rate . . . Mark one answer for each item.**

	Much less than usual	Less than usual	About the same as usual	More than usual	Much more than usual
a. The current level of stress in your <u>military</u> life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The current level of stress in your <u>personal</u> life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

**52. In the past month, how often have you . . . Mark one answer for each item.**

	Never	Almost never	Sometimes	Fairly often	Very often
a. Been upset because of something that happened unexpectedly?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Felt that you were unable to control the important things in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Felt nervous and stressed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Felt confident about your ability to handle your personal problems?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Felt that things were going your way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Found that you could not cope with all of the things you had to do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Been able to control irritations in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Felt that you were on top of things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Been angered because of things that were outside of your control?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Felt difficulties were piling up so high that you could not overcome them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

53. How frequently during the past 12 months have you been in circumstances where you thought

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - on- or off-duty
  - on- or off-installation; and/or
- **DoD/DHS Civilian Employees** and/or **Contractors**
  - In your military workplace or on your installation/ship . . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How frequently during the past 12 months have you been in circumstances where you thought

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - on- or off-duty
  - on- or off-installation; and/or
- **DoD/DHS Civilian Employees** and/or **Contractors**
  - In your military workplace or on your installation/ship . . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Vandalized your property because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Other race/ethnic-related experiences?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

Please specify the other race/ethnic-related experiences.

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one answer for each statement.*

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
a. You were rated lower than you deserved on your last military evaluation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your last military evaluation contained unjustified negative comments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You were held to a higher performance standard than others in your military job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. You did not get a military award or decoration given to others in similar circumstances.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your current military assignment has not made use of your job skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. You were not able to attend a major school needed for your military specialty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. You received lower grades than you deserved in your military training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. You did not get a military job assignment that you wanted because of scores that you got on tests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Your current military assignment is not good for your career if you continue in the military.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one answer for each statement.*

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
l. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. You did not learn until it was too late of opportunities that would help your military career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. You were unable to get straight answers about your military promotion possibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. You were taken to nonjudicial punishment or court martial when you should not have been.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. You were punished at your military job for something that others did without being punished.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. You were excluded by your military peers from social activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. You had other bothersome experiences at your military job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

Please specify what other bothersome experiences you have had at your military job.

\*\*\*\*\* Page Break \*\*\*\*\*

**EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS**

**55. Based on your responses to the previous questions, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? *Mark one.***

- ☐ Yes, racial/ethnic harassment
- ☐ Yes, racial/ethnic discrimination
- ☐ Yes, both racial/ethnic harassment and discrimination
- ☐ No, neither racial/ethnic harassment nor discrimination

\*\*\*\*\* Page Break \*\*\*\*\*

**EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS**

**56. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU? *Mark one.***

- ☐ No
- ☐ Yes, some of it
- ☐ Yes, all of it

\*\*\*\*\* Page Break \*\*\*\*\*



## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**57. Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most.**

**What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.**

	Yes	No
a. Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress	<input type="checkbox"/>	<input type="checkbox"/>
b. Race/ethnic-related threats, intimidation, vandalism, or physical assault	<input type="checkbox"/>	<input type="checkbox"/>
c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential	<input type="checkbox"/>	<input type="checkbox"/>
d. Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations	<input type="checkbox"/>	<input type="checkbox"/>
e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>
f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>
g. Other ways in which you have been bothered/hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**Please specify the other way(s) you have been bothered or hurt.**

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**58. To what extent was this situation... Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Annoying?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Offensive?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Disturbing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Threatening?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Disillusioning?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**59. During the course of the situation you have in mind, how often did the event(s) occur?**

- ☐ Once
- ☐ Occasionally
- ☐ Frequently

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**60. How long did this situation last or, if continuing, how long has it been going on?**

- ☐ Less than 1 week
- ☐ 1 week to less than 1 month
- ☐ 1 month to less than 3 months
- ☐ 3 months to less than 6 months
- ☐ 6 months or more

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

61. Where did this situation occur? *Mark one.*

- ☐ At a military installation (for example, on base)
- ☐ Some behaviors occurred at a military installation and some did not
- ☐ Not at a military installation (for example, off base)

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

62. Did any of the behaviors in the situation on base occur... *Mark "Yes" or "No" for each item.*

	Yes	No
a. At your military work (the place where you perform your military duties)?	<input type="checkbox"/>	<input type="checkbox"/>
b. During duty hours?	<input type="checkbox"/>	<input type="checkbox"/>
c. In a military work environment where members of your racial/ethnic background are uncommon?	<input type="checkbox"/>	<input type="checkbox"/>
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

63. Did any of the behaviors in the situation occur while you were . . . *Mark "Yes," "No," or "Does not apply" for each item.*

	Yes	No	Does not apply
a. Deployed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At your civilian job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At your civilian school?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Near your place of residence?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**64. Was the offender(s) . . . ? Mark one.**

- ☐ One person (male)
- ☐ One person (female)
- ☐ More than one person (all males)
- ☐ More than one person (all females)
- ☐ More than one person (both males and females)
- ☐ Not sure

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**65. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.**

	Yes	No	Don't know
a. White?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Black or African American?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. American Indian or Alaska Native?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Spanish/Hispanic/Latino?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**66. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.**

	Yes	No	Don't know
a. Someone in your chain-of-command?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/DHS civilian employee(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/DHS civilian contractor(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Unknown person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**67. As a result of the situation, did you . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Try to ignore the behavior?	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to avoid the person(s) who bothered you?	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) to stop?	<input type="checkbox"/>	<input type="checkbox"/>
d. Ask someone else to speak to the person(s) for you?	<input type="checkbox"/>	<input type="checkbox"/>
e. Settle it yourself physically?	<input type="checkbox"/>	<input type="checkbox"/>
f. Call a hotline for advice/information (not to file a complaint)?	<input type="checkbox"/>	<input type="checkbox"/>
g. Request a transfer?	<input type="checkbox"/>	<input type="checkbox"/>
h. Think about getting out of your National Guard/Reserve component?	<input type="checkbox"/>	<input type="checkbox"/>
i. Accomplish less than you would like at your military work?	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**68. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.**

	Yes	No
a. Someone in your chain-of-command	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone in the chain-of-command of the person who did it	<input type="checkbox"/>	<input type="checkbox"/>
c. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	<input type="checkbox"/>	<input type="checkbox"/>
d. Other person or office with responsibility for follow-up	<input type="checkbox"/>	<input type="checkbox"/>
e. Chaplain, counselor, ombudsman, or health care provider	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**69. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each statement.**

	Yes	No	Don't know
a. Person(s) who bothered you was talked to about the behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The situation was resolved informally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were encouraged to drop the complaint.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your complaint was discounted or not taken seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) What actions were taken in response to your report? *Mark "Yes," "No," or "Don't know" for each statement.*

	Yes	No	Don't know
g. Members of your chain-of-command were hostile toward you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Your coworkers were hostile toward you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. No action was taken.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. You do not know what action was taken.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

70. How satisfied are you with the following aspects of the reporting process? *Mark one answer for each item.*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Availability of information about how to follow-up on a complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Treatment by personnel handling your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Amount of time it took/is taking to resolve your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. How well you were/are kept informed about the progress of your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Degree to which your privacy was/is being protected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The complaint process overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

71. Was your complaint found to be true? *Mark one.*

- ☐ Yes
- ☐ No
- ☐ They were unable to determine whether your complaint was true or not
- ☐ Does not apply, the action is still being processed

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

72. How satisfied were you with the outcome of your complaint?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

73. As a result of reporting the situation, did you experience any . . . *Mark "Yes," "No," or "Don't know" for each item.*

	Yes	No	Don't know
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*



## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

**74. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.**

	Yes	No
a. You thought it was not important enough to report.	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report.	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself.	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done.	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed.	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort.	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought you would be labeled a troublemaker.	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought it would make your work situation unpleasant.	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought your performance evaluation or chance for promotion would suffer.	<input type="checkbox"/>	<input type="checkbox"/>
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	<input type="checkbox"/>	<input type="checkbox"/>
l. You were afraid of retaliation/reprisals from your chain-of-command.	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not know the identity of the person(s) who did it.	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live. . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live . . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Vandalized your property because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Other race/ethnic-related experiences involving civilians in the local community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

Please specify the other race/ethnic-related experiences involving civilians in the local community.

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

**76. Based on your responses to the previous question, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? *Mark one.***

- ☐ Yes, racial/ethnic harassment
- ☐ Yes, racial/ethnic discrimination
- ☐ Yes, both racial/ethnic harassment and discrimination
- ☐ No, neither racial/ethnic harassment nor discrimination

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

**77. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU? *Mark one.***

- ☐ No
- ☐ Yes, some of it
- ☐ Yes, all of it

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each item.***

	Yes	No	Don't know
a. Senior leadership of my National Guard/Reserve component	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior leadership of my installation/ship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?**

- ☐ Too much attention
- ☐ The right amount of attention
- ☐ Too little attention

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**80. How would you rate race relations . . . *Mark one answer for each item.***

	Excellent	Very good	Good	Fair	Poor
a. In your military work group?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. At your military duty station?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In your National Guard/Reserve component?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the local community around <u>where you live</u> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. In the local community around <u>your military duty station</u> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**81. In your military work group, to what extent . . . Mark one answer for each statement.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**82. At your military duty station . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Would you know how to report experiences of race/ethnic harassment and/or discrimination?	<input type="radio"/>	<input type="radio"/>
b. Is the availability of complaint hotlines publicized?	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**83. At your military duty station, to what extent . . . Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Are hate crimes a problem?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Are gangs a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

**In the previous question you indicated that there are problems at your military duty station. Please specify.**

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**84. In the local community around where you live, to what extent . . . Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Are hate crimes a problem?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Are gangs a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

In the previous question you indicated that there are problems in the local community around where you live. Please specify.

\*\*\*\*\* Page Break \*\*\*\*\*

PERSONNEL POLICY AND PRACTICES

85. To what extent . . . Mark one answer for each statement.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Do you feel comfortable interacting with people from different race/ethnic groups?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*



## PERSONNEL POLICY AND PRACTICES

**86. During the past 12 months, have you been involved in a racial confrontation . . . *Mark one answer for each item.***

	No, and I have NOT seen it happen to others	No, but I have seen it happen to others	Yes, but I have NOT seen it happen to others	Yes, and I have seen it happen to others
a. On your installation/ship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. In the local community around your military duty station?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. In the local community around where you live?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**87. During the past 12 months, has someone asked you . . . *Mark "Yes" or "No" for each item.***

	Yes	No
a. To <u>join</u> an extremist organization?	<input type="radio"/>	<input type="radio"/>
b. To <u>participate</u> in extremist activities?	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**88. Do you regularly read websites/literature that . . . *Mark "Yes" or "No" for each item.***

	Yes	No
a. Advocate the separation of people based on race/ethnicity?	<input type="radio"/>	<input type="radio"/>
b. Warn of the dangers of interactions between people of different races/ethnicities?	<input type="radio"/>	<input type="radio"/>
c. Point out the dangers of racial/ethnic diversity?	<input type="radio"/>	<input type="radio"/>
d. Point out the dangers of racial/ethnic tolerance?	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

**89. Do you agree with the ideals of organizations that . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Advocate the separation of people based on race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>
b. Warn of the dangers of interactions between people of different races/ethnicities?	<input type="checkbox"/>	<input type="checkbox"/>
c. Point out the dangers of racial/ethnic diversity?	<input type="checkbox"/>	<input type="checkbox"/>
d. Point out the dangers of racial/ethnic tolerance?	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## TRAINING

**90. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?**

- ☐ Yes
- ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## TRAINING

**91. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".**

Times

\*\*\*\*\* Page Break \*\*\*\*\*

## TRAINING

**92. My National Guard/Reserve component's training . . .** *Mark one answer for each item.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Identifies behaviors that are offensive to others and should not be tolerated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Makes me feel it is safe to complain about offensive, race/ethnic-related situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Promotes cross-cultural awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Promotes religious tolerance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## TRAINING

**93. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?**

- ☐ Very effective
- ☐ Moderately effective
- ☐ Slightly effective
- ☐ Not at all effective

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

**94. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?**

- ☐ Don't know, I have not worked in a civilian job
- ☐ Much less often in the military
- ☐ Less often in the military
- ☐ About the same
- ☐ More often in the military
- ☐ Much more often in the military

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

- 95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**  
*Mark one answer for each item.*

	Much better in the military	Better in the military	No difference	Better as a civilian	Much better as a civilian
a. Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Fair performance evaluations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Education and training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Fair administration of criminal justice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Chance to show pride in yourself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Chance to show pride in your race/ethnic group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Freedom from harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Freedom from discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Freedom from racist/extremist organizations, hate crimes, or gangs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Race/ethnic relations overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

- 96. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?**

- ☐ Better today  
☐ About the same as 5 years ago  
☐ Worse today

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

**97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . *Mark one answer for each item.***

	<b>Much better</b>	<b>Better</b>	<b>Neither better or worse</b>	<b>Worse</b>	<b>Much worse</b>
a. Blacks or African Americans?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. American Indians or Alaska Natives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

**98. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?**

- ☐ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often
- ☐ Don't know, I have been in the military less than 5 years

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

**99. In your opinion, have race/ethnic relations overall in the military gotten better or worse over the last 5 years?**

- ☐ Better today  
☐ About the same as 5 years ago  
☐ Worse today

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

**100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . *Mark one answer for each item.***

	Much better	Better	Neither better or worse	Worse	Much worse
a. Blacks or African Americans?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. American Indians or Alaska Natives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## TAKING THE SURVEY

**101. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.**

\*\*\*\*\* Page Break \*\*\*\*\*





## **Appendix C**

### **Communications**





UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

#BWNJZYZ \*\*\*\*\*AUTO\*\* 5-DIGIT 28310

#2900 2999 9803#

PFC TERRY A SAMPLE USAR

1234 SMITH ST

ANYTOWN NC 28310-0001

|||||

August 13, 2007

Dear Private Sample:

You have been selected to participate in the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*. The survey will be available at the Web site below around August 27, 2007. The survey will ask for your opinions on a variety of topics related to your military service. This information will assist us in the development of policies and programs to improve the workplace for all National Guard/Reserve members. While your participation is desired, it is entirely voluntary.

I urge you to share your perspective on these important issues. This is your chance to influence the formulation of military personnel policies. These surveys are *Official Business* and can be completed at your duty station using government equipment. If you choose, you can also complete the survey at home or elsewhere. I assure you that your responses will be kept confidential. Your individual survey responses will not be reported.

Please take the time today to provide us with an e-mail address to receive notifications about the survey by going to our Web site: <https://www.dmdc.osd.mil/dodsurvey> At the Web site, you will be asked to enter your **Ticket Number**. Your ticket number is **AXXXXXXX**

If your address on this letter is incorrect, please contact us at the Web site above. If you cannot access the Web site or if you have questions pertaining to the survey, there are three other ways to contact us: call our Survey Processing Center at 1-800-881-5307, e-mail us at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your ticket number in all communications.

Thank you for your time and assistance in this very important effort. For more information on this survey program, please see the enclosed brochure.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)


Enclosure:  
As stated

29

**P.S. for families:** We need to hear from all members, even those who are away from home. If possible, please forward this message to your military family member.

04999980

## HOW DO I PARTICIPATE?

 You'll need a Ticket Number each time you access the survey Web site. The tear-out card to the right contains your Ticket Number. Please register on-line now and you will be contacted via e-mail when the survey is ready to take. The tear-out card was designed to fit in your wallet. Please remove and save for future use.



2007 WORKPLACE AND EQUAL OPPORTUNITIES  
SURVEY OF RESERVE COMPONENT MEMBERS

Survey Start Date: August 27, 2007

Registration for:

**PFC TERRY A SAMPLE USAR**

1: Log onto: <https://www.dmdc.osd.mil/dodsurvey>

2: Enter your Ticket Number: **AXXXXXXX**

If you have any questions, leave a message at **1-800-881-5307** or e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil)

-Thank You-





UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

#BWNJZYZ \*\*\*\*\*AUTO\*\* 5-DIGIT 28310

#2900 2999 9803#

PFC LESLIE X SAMPLE USAR

14 SAMPLE ST

ANYTOWN NC 28310-0001

|||||

August 13, 2007

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I urge you to share your perspective on these important issues. This is your chance to influence the formulation of military personnel policies. These surveys are *Official Business* and can be completed at your duty station using government equipment. If you choose, you can also complete the survey at home or elsewhere. I assure you that your responses will be kept confidential. Your individual survey responses will not be reported.

Please take the time today to provide us with an e-mail address to receive notifications about the survey by going to our Web site: <https://www.dmdc.osd.mil/dodsurvey>. At the Web site, you will be asked to enter your **Ticket Number**. Your ticket number is **AXXXXXXX**.

If your address on this letter is incorrect, please contact us at the Web site above. If you cannot access the Web site or if you have questions pertaining to the survey, there are three other ways to contact us: call our Survey Processing Center at 1-800-881-5307, e-mail us at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your ticket number in all communications.

Thank you for your time and assistance in this very important effort. For more information on this survey program, please see the enclosed brochure.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)

Enclosure:  
As stated

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**P.S. for families:** We need to hear from all members, even those who are away from home. If possible, please forward this message to your military family member.

04999980

## HOW DO I PARTICIPATE?

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### 2007 WORKPLACE AND EQUAL OPPORTUNITIES SURVEY OF RESERVE COMPONENT MEMBERS

Survey Start Date: August 27, 2007

Registration for:

**PFC LESLIE X SAMPLE USAR**

1: Log onto: <https://www.dmdc.osd.mil/dodsurvey>

2: Enter your Ticket Number: **AXXXXXXX**

If you have any questions, leave a message at 1-800-881-5307 or e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil)

-Thank You-



UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

September 14, 2007

#BWNJZYZ \*\*\*\*\*AUTO\*\* 5-DIGIT 28310

#2900 4999 9853#

PFC TERRY A SAMPLE USAR

1234 SMITH ST

ANYTOWN NC 28310-0001

|||||

Dear Private Sample:

Recently, you were asked to participate in the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*. If you have already completed the survey, I want to thank you for taking the time to do so. If you have not yet completed the survey, you may still log on to the following Web site to finish the survey. Go to <https://www.dmdc.osd.mil/dodsurvey> and input your **Ticket Number: AXXXXXXX**

If you prefer, you may also fill out a paper version of the survey. Completing the enclosed survey should only take about 30 minutes of your time.

Whether you complete the paper or Web version of the survey, I assure you that all responses will be kept confidential. Only group statistics will be reported. Your contact information is maintained for administrative purposes and for communicating with you about the survey. Your responses are confidential, and your participation is voluntary.

If you choose to complete the paper survey, please return it at your earliest convenience in the enclosed, postage-paid envelope. If you have any questions pertaining to the survey, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your ticket number in all communications.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu

Under Secretary of Defense  
(Personnel and Readiness)

Enclosure:  
As stated







UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

September 28, 2007

#BWNJZYZ \*\*\*\*\*AUTO\*\* 5-DIGIT 28310

#2900 4999 9903#

PFC TERRY A SAMPLE USAR

1234 SMITH ST

ANYTOWN NC 28310-0001

|||||

Dear Private Sample:

We recently sent you a letter asking you to participate in the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*. If you have already completed the survey, I want to thank you. Your views matter a great deal in our efforts to improve military workplace policies and programs.

If you have not yet completed the survey, please take the time to complete the previously mailed questionnaire and return it in the postage-paid envelope or complete the survey on the Web. To access the Web version log on to the following Web site <https://www.dmdc.osd.mil/dodsurvey>. To access the survey, you will need to enter the following **Ticket Number: AXXXXXXX**

The survey should take about 30 minutes to complete. You can complete the survey at work, home, or on any computer with Internet access.

Your participation in this survey effort is important. You were scientifically selected to participate in this survey. This is your opportunity to inform officials of your perceptions and experiences with military workplace policies and programs. It is also an opportunity to provide feedback on ethnic and race-related issues, such as harassment, and to identify areas where improvements are needed.

Your responses are confidential, and your participation is voluntary. Only group statistics will be compiled and reported. No information about you as an individual will be disclosed. If you cannot access the Web, or you experience any other problems with the survey, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message anytime, toll-free at 1-800-881-5307. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your ticket number in all communications.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)





UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

September 28, 2007

#BWNJZYZ \*\*\*\*\*AUTO\*\* 5-DIGIT 28310

#2900 4999 9903#

PFC LESLIE X SAMPLE USAR

14 SAMPLE ST

ANYTOWN NC 28310-0001

|||||

Dear Private Sample:

We recently sent you a letter asking you to participate in the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*. If you have already completed the survey, I want to thank you. Your views matter a great deal in our efforts to improve military workplace policies and programs.

If you have not yet completed the survey, please take the time to complete the survey on the Web. To access the Web version log on to the following Web site <https://www.dmdc.osd.mil/dodsurvey> To access the survey, you will need to enter the following **Ticket Number: AXXXXXXX**

The survey should take about 30 minutes to complete. You can complete the survey at work, home, or on any computer with Internet access.

Your participation in this survey effort is important. You were scientifically selected to participate in this survey. This is your opportunity to inform officials of your perceptions and experiences with military workplace policies and programs. It is also an opportunity to provide feedback on ethnic and race-related issues, such as harassment, and to identify areas where improvements are needed.

Your responses are confidential, and your participation is voluntary. Only group statistics will be compiled and reported. No information about you as an individual will be disclosed. If you cannot access the Web, or you experience any other problems with the survey, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message anytime, toll-free at 1-800-881-5307. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your ticket number in all communications.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu

Under Secretary of Defense  
(Personnel and Readiness)





UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

October 19, 2007

#BWNJZYZ \*\*\*\*\*AUTO\*\* 5-DIGIT 28310

#2900 4999 9953#

PFC LESLIE X SAMPLE USAR

14 SAMPLE ST

ANYTOWN NC 28310-0001

|||||

Dear Private Sample:

Recently, you were asked to participate in the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*. If you have already completed the survey, I want to thank you for taking the time to do so.

If you have not had a chance to complete the survey, I encourage you to do so. If you are thinking about not participating, please reconsider. Your participation is crucial and I appreciate your taking the time to complete the survey—this really is your chance to express your views on ethnic and race-related policies and programs and to identify areas where improvements are needed. Your responses are confidential, and your participation is voluntary.

Please take the survey by logging on to the following Web site:

<https://www.dmdc.osd.mil/dodsurvey>

At the Web site, you will need to enter the following **Ticket Number: AXXXXXXX**

If you cannot take the survey now, please take it soon. The survey should take about 30 minutes to complete. Since these surveys are *Official Business*, you can use the computer at your duty station to complete the survey, or you can complete it at home or elsewhere. If you have any questions, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message anytime, toll-free at 1-800-881-5307. If you do not wish to participate or to receive reminders about this survey, you may remove yourself from the mailing list by contacting the Survey Processing Center. Be sure to include your ticket number in all communications.

If you need verification that this is a legitimate survey, DoD or other government phones phones with DSN can be used to call 426-7427 for a list of current data collections by licensed DMDC surveys. This prerecorded list does not include surveys being conducted by other DoD offices.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)



UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

#BWNJZYZ \*\*\*\*\*AUTO\*\* 5-DIGIT 28310

November 2, 2007

#2900 4999 9703#

PFC TERRY A SAMPLE USAR

1234 SMITH ST

ANYTOWN NC 28310-0001

|||||

Dear Private Sample:

Recently, I contacted you about participating in the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*, a first-of-its-kind and Congressionally-mandated survey across all Reserve components. However, as of this writing, your completed questionnaire had not yet been received and our deadline is fast approaching. While I recognize there may be a great many demands on your time, I strongly urge you to take this opportunity to express your views and experiences. Participation is voluntary and your responses will be held in the strictest confidence. No individual responses, only group data, will be reported.

We have made two options available to you for completing the survey: either online via the Web or on paper using a provided postage-paid return envelope. An earlier letter included an incorrect Web address. If you attempted to log on to the survey but received an error message, we apologize for any inconvenience this may have caused you. Please log on again using the correct Web address, <https://www.dmdc.osd.mil/dodsurvey>. Once you have completed the survey, please click the "Submit" button. The Web site will be closed after November 26, 2007, and whatever items you have completed by that date will be considered as your intended responses. To log on, you will need your randomly assigned and unique Ticket Number. Yours is: **AXXXXXXX**

Many Reserve component members have opted to complete the hard copy version of the survey that was mailed out a few weeks ago. If you would prefer this method but no longer have your copy of the survey, please contact the Survey Processing Center toll-free at 1-800-881-5307, or email the Center at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil). The Center staff will send you another copy of the survey and a return envelope. Be sure to provide the address where you can receive mail.

We have set up a telephone line for Reserve component members who wish to verify that this is a legitimate survey. From any DoD or other government telephone with DSN, you can call 426-7427 for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427.

Again, I wish to emphasize the importance of your views and opinions, and I appreciate your taking the time to complete this important survey. Thank you for your time and assistance in this very important effort.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)





UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

#BWNJZYZ \*\*\*\*\*AUTO\*\* 5-DIGIT 28310

November 2, 2007

#2900 4999 9753#

PFC LESLIE X SAMPLE USAR

14 SAMPLE ST

ANYTOWN NC 28310-0001

|||||

Dear Private Sample:

Recently, I contacted you about participating in the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*, a first-of-its-kind and Congressionally-mandated survey across all Reserve components. However, as of this writing, your completed questionnaire had not yet been received and our deadline is fast approaching. While I recognize there may be a great many demands on your time, I strongly urge you to take this opportunity to express your views and experiences. Participation is voluntary and your responses will be held in the strictest confidence. No individual responses, only group data, will be reported.

We have made the survey available to you online via the Web. An earlier letter included an incorrect Web address. If you attempted to log on to the survey but received an error message, we apologize for any inconvenience this may have caused you. Please log on again using the correct Web address, <https://www.dmdc.osd.mil/dodsurvey>. Once you have completed the survey, please click the "Submit" button. The Web site will be closed after November 26, 2007, and whatever items you have completed by that date will be considered as your intended responses. To log on, you will need your randomly assigned and unique Ticket Number. Yours is: **AXXXXXXX**

If you cannot access the web or if you have any questions pertaining to the survey, please contact the Survey Processing Center toll-free at 1-800-881-5307, or email the Center at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil). The Center staff will address your questions.

We have set up a telephone line for Reserve component members who wish to verify that this is a legitimate survey. From any DoD or other government telephone with DSN, you can call 426-7427 for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427.

Again, I wish to emphasize the importance of your views and opinions, and I appreciate your taking the time to complete this important survey. Your participation is critical to the Defense Department's continuing efforts to remain responsive to its members. Thank you for your time and assistance in this very important effort.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)





**DMDC**

## Information and Technology for Better Decision Making

## Human Resources Strategic Assessment Program (HRSAP)

Office of the Under Secretary of Defense  
(Personnel & Readiness)

DMDC  
1600 Wilson Blvd., Suite 400  
Arlington, VA 22209-2593  
[www.dmhc.osd.mil](http://www.dmhc.osd.mil)



FY 2007-2008

# The Human Resources Strategic Assessment

## What Are HRSAP Surveys?

- HRSAP is a Department of Defense (DoD) personnel survey program sponsored by the Under Secretary of Defense for Personnel and Readiness. The Defense Manpower Data Center (DMDC) is tasked with administering these surveys.
- With the latest addition to our family of surveys, QuickCompass, HRSAP offers a full range of surveys on paper and on the Web.



- Web-based Status of Forces Surveys (SOFs) covering multiple topics that are regularly administered to provide data from representative samples of active duty and Reserve component members and DoD civilian employees

## QuickCompass

- Web-based scientific polling designed to provide DoD leadership with fast turnaround information based on a few key questions concerning specific personnel policies and concerns

## Human Relations Surveys

- In-depth studies of topics and populations, often requiring both paper and Web-based surveys

## How Do I Know

## They Are Official, Approved Surveys?

- In accordance with DoD Instruction 8910.01, all data collection in the Department must be approved and show a Report Control Symbol (RCS) or must state exemption. The RCS for SOFS and QuickCompass surveys is DD-P&R (AR) 2145; and for the Human Relations Surveys, RCS numbers include DD-P&R (QD) 1946 and DD-P&R (QD) 1947.



## How Do I Participate?

- Your letter or e-mail tells you *when* the survey will be available on this Web site:

<https://www.dmhc.osd.mil/dodsurvey>

- Your letter or e-mail also gives your unique ticket number to enter the site where you will be asked to:
  - Create a personal identification number
  - Read the Privacy Act Statement and Informed Consent Information
  - Answer some questions about your attitudes, opinions, and experiences

## How Did You Pick Me?

- Well-established, scientific procedures are used to select a sample representative of the Defense community.
- This sampling procedure forms clusters of people based on combinations of demographic characteristics (e.g., location, gender).
- You were selected at random from one of these clusters of people.

## Why Should I Participate?

- This is your chance to be heard on issues that directly affect you.
- Examples of topics include quality of life, retention, satisfaction, and workplace respect issues.
- Your survey responses make a difference.* For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.



## Program (HRSAP)

### Why Use the Web?

- Web administration enables us to get survey results to senior officials faster.
- These surveys are *Official Business* that can be completed at your duty station using government equipment.
- If you don't have a computer or Internet at work/home, many installations, public libraries, and education centers, have available computers with Internet access.

### Will I Ever See the Results of the Surveys?

- Briefings and reports on results from these surveys will be posted on the following Web site:

<http://www.dmdc.osd.mil/surveys>

### What Does DMDC Do?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in DoD. These data are used to support the management information needs of the Office of the Secretary of Defense and many offices both within and outside of the Department.
- DMDC operates major programs that affect active duty and Reserve component military members and their families, and DoD civilian employees. Programs include conducting personnel surveys, helping ensure access to military medical facilities, managing the military and civilian ID card issuance program, and assisting with transitions back into the private sector.

DMDC

### Will My Answers Be Kept Private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579).
- Only group statistics will be reported.  
*Individual data will not be reported.*

### Privacy Act Summary for HRSAP Surveys

In accordance with the Privacy Act, this notice provides a summary of information about the surveys and how the findings of these surveys will be used. Please read the full Statement and Information on Informed Consent that is presented at the start of the survey on the Web or printed at the beginning of paper questionnaires.

**AUTHORITIES:** 10 USC Sections 136, 481, 1782, and 2358; for civilian employees, 5 USC Section 7101 Note; and for the USCG, 14 USC 1.

**PRINCIPAL PURPOSE:** Information collected in these surveys will be used to research attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by DMDC or in professional journals, or presented at conferences, symposia, and scientific meetings. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the Web, for example at:

<http://www.dmdc.osd.mil/surveys>

*In none of these cases will survey responses be reported for identifiable individual(s).*

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on these surveys is voluntary. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research.

## DMDC Mission:

*Serve as the DoD enterprise human resource information source, providing secure services & solutions to support the Department's mission*

### DMDC Strategic Goals

- Promote DMDC's core values and sustain a highly-skilled and motivated workforce
- Be a leader in joint information sharing and decision support on DoD human resource issues
- Be the central source to identify, authenticate, authorize, and provide information on DoD-affiliated personnel
- Be the one, central access point for information and assistance on DoD entitlements, benefits, and medical readiness for uniformed Service members, veterans, and their families
- Expand electronic government, in the broadest sense, across DoD and its partners

DMDC

SEND ATTEMPTS: 001  
HELO G7113070824  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <TERRY.A.SAMPLE@OSAN.AF.MIL>  
DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3031)

August 27, 2007

2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

The Under Secretary of Defense for Personnel and Readiness recently mailed you a letter urging you to participate in the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS. The survey is now available at this Web site:

<https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser.

The survey should take 30 minutes or less to complete. Please try to take the survey today. Once you have accessed the Web site, you will need to enter the following Ticket Number to log on: AXXXXXXX

These surveys are Official Business, and can be completed at your work station using government equipment. If you choose, you can also complete the survey at home or elsewhere. While participation is voluntary, your opinions are very important.

It is not necessary to complete the online survey in one sitting. You can start and stop as necessary. If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

Thank you for participating in the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS

P.S. for families: We need to hear from all members, even those who are away from home. If possible, please forward this message to your military family member.

.  
QUIT

SEND ATTEMPTS: 001  
HELO G7113070824  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <TERRY.A.SAMPLE@OSAN.AF.MIL>  
DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3032)

August 31, 2007

2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

If you have completed the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS, thank you. If not, please try to do so today. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey> Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number:  
AXXXXXXX

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

P.S. for families: We need to hear from all members, even those who are away from home. If possible, please forward this message to your military family member.

.  
QUIT



SEND ATTEMPTS: 001  
HELO G7113070824  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <TERRY.A.SAMPLE@OSAN.AF.MIL>  
DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3033)

September 6, 2007

2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

If you have already taken the time to complete the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS, thank you. If you have not had a chance to do so, please try to take the time today.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey> Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: AXXXXXXX

Your participation is important. You were scientifically selected to participate in this survey. This is your opportunity to inform policy officials of your opinions on policies and programs that affect Military Service members. Your responses are confidential and your participation is voluntary.

Be assured that your responses will be completely confidential. Only group statistics will be compiled and reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or leave a message anytime, toll-free, at 1-800-881-5307. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in the e-mail is away from home, please forward this message to that person.

.  
QUIT

SEND ATTEMPTS: 001  
HELO G7113070824  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <TERRY.A.SAMPLE@OSAN.AF.MIL>  
DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT  
MEMBERS (AXXXXXXX 3034)

September 12, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

We have received many, many surveys and want to thank all of you who have taken the time so far to answer the survey. Your input is greatly appreciated--thank you.

If you have not had a chance to participate or complete your survey and you would like to inform senior policy officials of your opinion on various aspects of military service, please take the time to complete the survey. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey>

Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: AXXXXXXX

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in the e-mail is away from home, please forward this message to that person.

.  
QUIT

SEND ATTEMPTS: 001  
HELO G7113070824  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <TERRY.A.SAMPLE@OSAN.AF.MIL>  
DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3035)

September 18, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

If you have completed the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time today to do so by going online to the Web site below.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey> Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: AXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button", please go back, log onto the Web site, complete as many items as you can and submit the survey to us. Your responses are confidential and your participation is voluntary.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in the e-mail is away from home, please forward this message to that person.

.  
QUIT

SEND ATTEMPTS: 001  
HELO G7113070824  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <TERRY.A.SAMPLE@OSAN.AF.MIL>  
DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3036)

September 24, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

For those who have completed the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on November 21, 2007.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey> Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: AXXXXXXX

You may also complete the survey by filling out and returning the questionnaire you received earlier in the mail. Your responses are confidential and your participation is voluntary.

If you have partially completed the survey, but have not clicked the "Submit Button", please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in the e-mail is away from home, please forward this message to that person.

.  
QUIT

SEND ATTEMPTS: 001  
HELO G7113070921  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <LESLIE.X.SAMPLE@SE.USAR.ARMY.MIL>  
DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "LESLIE X SAMPLE" <LESLIE.X.SAMPLE@SE.USAR.ARMY.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3036)

September 24, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

For those who have completed the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on November 21, 2007.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey> Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: AXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button", please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to HRSurvey@osd.pentagon.mil, or leave a message anytime, toll-free, at 1-800-881-5307. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in the e-mail is away from home, please forward this message to that person.

.  
QUIT

SEND ATTEMPTS: 001  
HELO G7113070824  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <TERRY.A.SAMPLE@OSAN.AF.MIL>  
DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3037)

October 16, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

For those who have completed the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS, thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the Web site shuts down on November 13, 2007.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey> Simply click on this address to go directly to the Web site. If this does not work, "copy and paste" this address into the Web address box of your Internet browser. Once at the Web site, you will need to enter the following Ticket Number: AXXXXXXX

You may also complete the survey by filling out and returning the questionnaire you received earlier in the mail. Your responses are confidential and your participation is voluntary.

If you have partially completed the survey, but have not clicked the "Submit Button", please go back, log onto the Web site, complete as many items as you can and submit the survey to us.

Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

If you have any questions or concerns, you may reply to this message, send an e-mail to [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil), or leave a message anytime, toll-free, at 1-800-881-5307. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your ticket number and the words, "Please remove me from this survey's mailing list."

If you need verification that this is a legitimate survey, DoD or other government phones with DSN can be used to call 426-7427 for a list of current data collections by licensed DMDC surveys. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in the e-mail is away from home, please forward this message to that person.

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Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3037)

October 16, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

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DATA  
From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3038)

November 5, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

Recently you may have received a letter from Dr. David S. C. Chu, the Undersecretary of Defense (Personal and Readiness) urging you to participate in the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS, a first-of-its-kind and Congressionally-mandated survey across all Reserve components. If you have completed and submitted the survey, thank you. However, as of the time this email was prepared, your completed questionnaire had not yet been received and our data collection deadline of Monday, November 26, 2007, is fast approaching. We recognize there may be a great many demands on your time however your participation is critical to the success of the survey effort. Participation is voluntary and your responses will be held in the strictest confidence.

We have made two options available to you for completing the survey: either online via the Web or on paper using a provided postage-paid return envelope. An earlier letter included an incorrect Web address. If you attempted to log on to the survey but received an error message, we apologize for any inconvenience this may have caused you. Please log on again using the correct Web address, <https://www.dmdc.osd.mil/dodsurvey> Once you have completed the survey, please click the "Submit" button. The Web site will be closed after Monday, November 26, 2007, and whatever items you have completed by that date will be considered as your intended responses. To log on, you will need your randomly assigned and unique Ticket Number. Yours is: AXXXXXXX

Many Reserve Component members have opted to complete the hard copy version of the survey that was mailed out a few weeks ago. If you would prefer this method but no longer have your copy of the survey, please contact the Survey Processing Center toll-free at 1-800-881-5307, or email the Center at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) The Center staff will send you another copy of the survey and the return envelope. Please be sure to provide the address where you can receive mail.

We have set up a telephone line for Reserve component members who wish to verify that this is a legitimate survey. From any DoD or other government telephone with DSN, you can call 426-7427 for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this letter is away from home, please forward this message to that person.

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To: "LESLIE X SAMPLE" <LESLIE.X.SAMPLE@SE.USAR.ARMY.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3038)

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We have made the survey available to you online via the Web. An earlier letter included an incorrect Web address. If you attempted to log on to the survey but received an error message, we apologize for any inconvenience this may have caused you. Please log on again using the correct Web address, <https://www.dmdc.osd.mil/dodsurvey> Once you have completed the survey, please click the "Submit" button. The Web site will be closed after Monday, November 26, 2007, and whatever items you have completed by that date will be considered as your intended responses. To log on, you will need your randomly assigned and unique Ticket Number. Yours is: AXXXXXXX

If you cannot access the web or if you have any questions pertaining to the survey, please contact the Survey Processing Center toll-free at 1-800-881-5307, or email the Center at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) The Center staff will address your questions.

We have set up a telephone line for Reserve component members who wish to verify that this is a legitimate survey. From any DoD or other government telephone with DSN, you can call 426-7427 for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427.

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From: "HRSurvey@osd.pentagon.mil" <HRSurvey@osd.pentagon.mil>  
To: "SFC TERRY A SAMPLE" <TERRY.A.SAMPLE@OSAN.AF.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3039)

November 13, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

As you may know from our previous emails and letters, you have been scientifically selected to participate in the 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS. Your time and assistance in this very important effort on behalf of all Reserve component members is very much appreciated. There are only 8 more business days remaining before we will have to close the Web site. If you have already completed the survey, thank you. If you have not, please take the time before Monday, November 26. Your responses are confidential and your participation is voluntary.

The Web site for the survey is: <https://www.dmdc.osd.mil/dodsurvey> Simply click on this address to go directly to the Web site or enter this address into the Web address box of your Internet browser. Once at the Web site, enter your unique Ticket Number: AXXXXXXX

If you have partially completed the survey, but have not clicked the "Submit Button," please log onto the Web site and complete and submit the survey. After November 26, 2007, we will consider whatever items you have completed to be your intended response. If you cannot access the web or if you have any questions pertaining to the survey, please contact the Survey Processing Center toll-free at 1-800-881-5307, or email the Center at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil)

Alternatively, you can mail back your completed paper copy of the survey in the postage-paid envelope which was mailed to you earlier. Either way you choose to participate, please know that we appreciate your taking the time to complete the survey.

We have set up a telephone line for Reserve component members who wish to verify that this is a legitimate survey. From any DoD or other government telephone with DSN, you can call 426-7427 for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-703-696-7427.

Again, we appreciate your taking the time to complete this important survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this letter is away from home, please forward this message to that person.

.  
QUIT

SEND ATTEMPTS: 001  
HELO G7113070921  
MAIL FROM: <HRSurvey@osd.pentagon.mil>  
RCPT TO: <LESLIE.X.SAMPLE@SE.USAR.ARMY.MIL>  
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To: "LESLIE X SAMPLE" <LESLIE.X.SAMPLE@SE.USAR.ARMY.MIL>  
Subject: 2007 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS (AXXXXXXX 3039)

November 13, 2007

Dear Sergeant SAMPLE:

Your Ticket Number: AXXXXXXX

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If you have partially completed the survey, but have not clicked the "Submit Button," please log onto the Web site and complete and submit the survey. After November 26, 2007, we will consider whatever items you have completed to be your intended response. If you cannot access the web or if you have any questions pertaining to the survey, please contact the Survey Processing Center toll-free at 1-800-881-5307, or email the Center at [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil)

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Again, we appreciate your taking the time to complete this important survey.

P.S. for families: We need to hear from everyone selected to take the survey. If the person addressed in this letter is away from home, please forward this message to that person.

.  
QUIT



# **Appendix D**

## **Annotated Web Survey Form**



## 2007 Workplace and Equal Opportunity Survey of Reserve Component Members

### YOUR BACKGROUND

SRSVC1

**1. Of which Reserve component were you a member on August 27, 2007?**

- 1 ☐ Army National Guard
- 2 ☐ Army Reserve
- 3 ☐ Navy Reserve
- 4 ☐ Marine Corps Reserve
- 5 ☐ Air National Guard
- 6 ☐ Air Force Reserve
- 7 ☐ Coast Guard Reserve
- 8 ☐ No Reserve component

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR BACKGROUND

*NOT [SRSVC1] = "8"*

SRSEX

**2. Are you...?**

- 1 ☐ Male
- 2 ☐ Female

\*\*\*\*\* Page Break \*\*\*\*\*

### YOUR BACKGROUND

*NOT [SRSVC1] = "8"*

SRGRADE

**3. What is your current paygrade? *Mark one.***

- |                                |                                |                                 |  |
|--------------------------------|--------------------------------|---------------------------------|--|
| 1 <input type="checkbox"/> E-1 | 6 <input type="checkbox"/> E-6 | 11 <input type="checkbox"/> W-1 | 21 <input type="checkbox"/> O-1/O-1E     |
| 2 <input type="checkbox"/> E-2 | 7 <input type="checkbox"/> E-7 | 12 <input type="checkbox"/> W-2 | 22 <input type="checkbox"/> O-2/O-2E     |
| 3 <input type="checkbox"/> E-3 | 8 <input type="checkbox"/> E-8 | 13 <input type="checkbox"/> W-3 | 23 <input type="checkbox"/> O-3/O-3E     |
| 4 <input type="checkbox"/> E-4 | 9 <input type="checkbox"/> E-9 | 14 <input type="checkbox"/> W-4 | 24 <input type="checkbox"/> O-4          |
| 5 <input type="checkbox"/> E-5 |                                | 15 <input type="checkbox"/> W-5 | 25 <input type="checkbox"/> O-5          |
|                                |                                |                                 | 26 <input type="checkbox"/> O-6 or above |

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

NOT [SRSVC1] = "8"

SRHISPA1

### 4. Are you Spanish/Hispanic/Latino?

- 1 ☐ No, not Spanish/Hispanic/Latino
- 2 ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

NOT [SRSVC1] = "8"

SRRACEA, SRRACEB, SRRACEC, SRRACED, SRRACEE

### 5. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

Ancestry refers to your ethnic origin or descent, "roots," or heritage. It may refer to your parents' or ancestors' country of birth before their arrival in the United States. If you were not born in the United States, ancestry may also refer to your country of birth. If you have more than one origin and cannot identify with a single ancestry group, you may report two ancestry groups (for example, German-Irish). Do not report a religious group as your ancestry.

NOT [SRSVC1] = "8"

ROOTS

### 6. What is your ancestry or ethnic origin? (For example, Italian, Jamaican, African American, Cambodian, Cape Verdean, Norwegian, Dominican, French Canadian, Haitian, Korean, Lebanese, Polish, Nigerian, Mexican, Taiwanese, Ukrainian, and so on.)

\*\*\*\*\* Page Break \*\*\*\*\*



## YOUR BACKGROUND

NOT [SR SVC1] = "8"

SRED1

**7. What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.**

- 1 ☐ 12 years or less of school (no diploma)
- 2 ☐ High school graduate—high school diploma or equivalent (for example, GED)
- 3 ☐ Some college credit, but less than 1 year
- 4 ☐ 1 or more years of college, no degree
- 5 ☐ Associate's degree (for example, AA, AS)
- 6 ☐ Bachelor's degree (for example, BA, AB, BS)
- 7 ☐ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

NOT [SR SVC1] = "8"

WERA008

**8. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?**

- 2 ☐ Yes
- 1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR BACKGROUND

NOT [SR SVC1] = "8"

WERA009

**9. About how many miles would you have to drive, one way, to get to the nearest military installation from your residence?**

- 1 ☐ 10 miles or less
- 2 ☐ 11 to 20 miles
- 3 ☐ 21 to 40 miles
- 4 ☐ 41 to 60 miles
- 5 ☐ 61 to 100 miles
- 6 ☐ 101 miles or more

\*\*\*\*\* Page Break \*\*\*\*\*

## FAMILY AND HOUSEHOLD INFORMATION

NOT [SR SVC1] = "8"

SRMARST

**10. What is your marital status? Mark one.**

- 1 ☐ Married
- 2 ☐ Separated
- 3 ☐ Divorced
- 4 ☐ Widowed
- 5 ☐ Never married

\*\*\*\*\* Page Break \*\*\*\*\*

## FAMILY AND HOUSEHOLD INFORMATION

NOT [SR SVC1] = "8"

WEA011

**11. How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?**

- 1 ☐ Does not apply; I am not married and I do not have a girlfriend/boyfriend
- 2 ☐ Less than 1 year
- 3 ☐ 1 year to less than 6 years
- 4 ☐ 6 years to less than 10 years
- 5 ☐ 10 years or more

\*\*\*\*\* Page Break \*\*\*\*\*

## FAMILY AND HOUSEHOLD INFORMATION

NOT [SR SVC1] = "8" AND ((([WEA011] = "2" OR [WEA011] = "3") OR [WEA011] = "4") OR [WEA011] = "5")

SRHISPAS

**12. Is your spouse/significant other Spanish/Hispanic/Latino?**

- 1 ☐ No, not Spanish/Hispanic/Latino
- 2 ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

\*\*\*\*\* Page Break \*\*\*\*\*

## FAMILY AND HOUSEHOLD INFORMATION

NOT [SRSVC1] = "8" AND ((([WERA011] = "2" OR [WERA011] = "3") OR [WERA011] = "4") OR [WERA011] = "5")  
SRRACEAS, SRRACEBS, SRRACECS, SRRACEDS, SRRACEES

**13. What race is your spouse/significant other? Mark one or more races to indicate what race you consider your spouse/significant other to be.**

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SRSVC1] = "8"  
WERA014

**14. How many years have you spent in military service? To indicate less than 1 year, enter "0".**

Years

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SRSVC1] = "8"  
WERA015

**15. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?**

- 5 ☐ Very likely
- 4 ☐ Likely
- 3 ☐ Neither likely nor unlikely
- 2 ☐ Unlikely
- 1 ☐ Very unlikely

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SRSVC1] = "8" AND ((([WERA011] = "2" OR [WERA011] = "3") OR [WERA011] = "4") OR [WERA011] = "5")  
WERA016

**16. In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?**

- 5 ☐ Very favorably  
4 ☐ Somewhat favorably  
3 ☐ Neither favorably nor unfavorably  
2 ☐ Somewhat unfavorably  
1 ☐ Very unfavorably

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SRSVC1] = "8"  
WERA017

**17. In your opinion, how does your family view your participation in the National Guard/Reserve?**

- 5 ☐ Very favorably  
4 ☐ Somewhat favorably  
3 ☐ Neither favorably nor unfavorably  
2 ☐ Somewhat unfavorably  
1 ☐ Very unfavorably

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SRSVC1] = "8"  
WERA018

**18. In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?**

- 5 ☐ Much better  
4 ☐ Better  
3 ☐ Neither better nor worse  
2 ☐ Worse  
1 ☐ Much worse

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SR SVC1] = "8"

WERA019

**19. In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?**

- 5 ☐ Much better
- 4 ☐ Better
- 3 ☐ Neither better nor worse
- 2 ☐ Worse
- 1 ☐ Much worse

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SR SVC1] = "8"

WERA020

**20. Overall, how satisfied are you with the military way of life?**

- 5 ☐ Very satisfied
- 4 ☐ Satisfied
- 3 ☐ Neither satisfied nor dissatisfied
- 2 ☐ Dissatisfied
- 1 ☐ Very dissatisfied

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SRSVC1] = "8"

WERA021A, WERA021B, WERA021C, WERA021D, WERA021E, WERA021F, WERA021G, WERA021H,  
WERA021I, WERA021J, WERA021K, WERA021L, WERA021M, WERA021N

**21. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I enjoy serving in the National Guard/Reserve.	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Serving in the National Guard/Reserve is consistent with my personal goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I would feel guilty if I left the National Guard/Reserve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I really feel as if the military's values are my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. If I left the National Guard/Reserve, I would feel like I had let my country down.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. I feel like being a member of the National Guard/Reserve can help me achieve what I want in life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
l. I intend to leave the National Guard/Reserve at the next available opportunity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. I am proud to tell others that I am a member of my National Guard/Reserve component.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## SATISFACTION AND RETENTION INTENTION

NOT [SRSVC1] = "8"

WERA022A, WERA022B, WERA022C, WERA022D, WERA022E, WERA022F

22. If you had a close personal friend considering military service, would you recommend that he/she join? *Mark "Yes" or "No" for each item.*

	Yes	No
a. A friend who is White	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. A friend who is Black or African American	<input type="radio"/>	<input type="radio"/>
c. A friend who is American Indian or Alaska Native	<input type="radio"/>	<input type="radio"/>
d. A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	<input type="radio"/>	<input type="radio"/>
e. A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	<input type="radio"/>	<input type="radio"/>
f. A friend who is Spanish/Hispanic/Latino	<input type="radio"/>	<input type="radio"/>

## SATISFACTION AND RETENTION INTENTION

((([WERA022A] = "1" OR [WERA022B] = "1") OR [WERA022C] = "1") OR [WERA022D] = "1") OR [WERA022E] = "1") OR [WERA022F] = "1")

WERA022SP

**How does race/ethnicity influence whether you would recommend military service to a close personal friend?**

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

NOT [SR SVC1] = "8"

WERA023

**23. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? To indicate none, enter "0".**

Days

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

NOT [SR SVC1] = "8"

WERA024

**24. In the past 12 months, how many nights did you spend away from your home because of your military duties? Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".**

Nights

\*\*\*\*\* Page Break \*\*\*\*\*



## TEMPO

NOT [SRSVC1] = "8"

WERA025

**25. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?**

- 5 ☐ Much more than expected
- 4 ☐ More than expected
- 3 ☐ Neither more nor less than expected
- 2 ☐ Less than expected
- 1 ☐ Much less than expected

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

NOT [SRSVC1] = "8"

WERA026

**26. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?**

- 1 ☐ Greatly increased your desire to stay
- 2 ☐ Increased your desire to stay
- 3 ☐ Neither increased nor decreased your desire to stay
- 4 ☐ Decreased your desire to stay
- 5 ☐ Greatly decreased your desire to stay

\*\*\*\*\* Page Break \*\*\*\*\*

## TEMPO

NOT [SRSVC1] = "8"

WERA027

**27. Are you currently a member of the National Guard/Reserve on full-time active duty ([AGR/FTS/AR](#))?**

- 2 ☐ Yes
- 1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

If you are currently activated, report whether you were a military technician in the week prior to your current activation.

*NOT [SRSVC1] = "8" AND ((([SRSVC1] = "1" OR [SRSVC1] = "2") OR [SRSVC1] = "5") OR [SRSVC1] = "6") AND [WERA027] = "1")*

WERA028

### 28. Are you a military technician?

- 1 ☐ Yes, I am currently a military technician
- 2 ☐ Yes, in the week before my current activation I was a military technician
- 3 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

If you are currently activated, report your employment status in the week prior to your current activation.

*NOT [SRSVC1] = "8" AND [WERA027] = "1"*

WERA029

### 29. Do you have a civilian job?

- 1 ☐ Yes, I currently have a civilian job
- 2 ☐ Yes, in the week before my current activation I had a civilian job
- 3 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## EMPLOYMENT/STUDENT STATUS

If you are currently activated, report your student status in the week prior to your current activation.

*NOT [SRSVC1] = "8" AND [WERA027] = "1"*

WERA030

### 30. Are you a student?

- 1 ☐ Yes, I am currently a student
- 2 ☐ Yes, in the week before my current activation I was a student
- 3 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

Please read the following definitions carefully. When you see any form of the terms "**activation**" or "**deployment**" later in the survey, you can click on the words to recall these definitions.

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10USC 12301(a) (Full Mobilization), 10USC 12301(d) (Voluntary Active Duty), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term "**deployment**" refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

NOT [SRSVC1] = "8" AND [WERA027] = "1"

WERA031

**31. Have you been activated in the past 12 months? This includes activations that started more than 12 months ago and continued into the past 12 months.**

2 ☐ Yes

1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

NOT [SRSVC1] = "8" AND ([WERA027] = "1" AND [WERA031] = "2")

WERA032

**32. Was at least one of your activations in the past 12 months longer than 30 consecutive days?**

2 ☐ Yes

1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

NOT [SRSVC1] = "8" AND (([WERA027] = "1" AND [WERA031] = "2") AND [WERA032] = "2")

WERA033

**33. In the past 12 months, have your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?**

1 ☐ Voluntary

2 ☐ Involuntary

3 ☐ Both

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

NOT [SRSVC1] = "8" AND (([WERA027] = "1" AND [WERA031] = "2") AND [WERA032] = "2")  
WERA034

**34. Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?**

2 ☐ Yes

1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

NOT [SRSVC1] = "8" AND ((([WERA027] = "1" AND [WERA031] = "2") AND [WERA032] = "2") AND [WERA034] = "2")

WERA035

**35. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?**

1 ☐ CONUS

2 ☐ OCONUS

3 ☐ Both

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

NOT [SRSVC1] = "8" AND ([WERA027] = "1" AND [WERA031] = "2")

WERA036

**36. Are you currently activated?**

2 ☐ Yes

1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

NOT [SRSVC1] = "8" AND (((([WERA027] = "1" AND [WERA031] = "2") AND [WERA032] = "2") AND [WERA034] = "2") AND [WERA036] = "2") OR [WERA027] = "2")

WERA037

**37. Are you currently deployed?**

2 ☐ Yes

1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## ACTIVATION/DEPLOYMENT STATUS

NOT [SRSVC1] = "8"

WERA038A, WERA038B, WERA038C, WERA038D

**38. Since September 11, 2001, have you been deployed for any of the following operations?**  
*Mark one answer for each item.*

	Yes, in the past 12 months	Yes, but not in the past 12 months	No
a. Operation Noble Eagle (airport security)	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>
b. Operation Enduring Freedom (Afghanistan)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRSVC1] = "8"

WERA039

**39. How long have you been in your present military unit? To indicate less than one year, enter "0".**

Years

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRSVC1] = "8"

WERA040A, WERA040B, WERA040C, WERA040D, WERA040E, WERA040F

**40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. You trust your supervisor.	<input type="radio"/> 5	<input type="radio"/> 4	<input type="radio"/> 3	<input type="radio"/> 2	<input type="radio"/> 1
b. Your supervisor ensures that all assigned personnel are treated fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. There is very little conflict between your supervisor and the people who report to him/her.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your supervisor evaluates your work performance fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your supervisor assigns work fairly in your work group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. You are satisfied with the direction/supervision you receive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRSVC1] = "8"

WERA041A, WERA041B, WERA041C, WERA041D, WERA041E, WERA041F, WERA041G

**41. What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.**

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
- ☐ Spanish/Hispanic/Latino
- ☐ Don't know

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRSVC1] = "8"

WERA042

**42. Are you currently in a military work environment where members of your racial/ethnic background are uncommon?**

2 ☐ Yes

1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRSVC1] = "8"

WERA043A, WERA043B, WERA043C, WERA043D, WERA043E, WERA043F, WERA043G, WERA043H,  
WERA043I, WERA043J, WERA043K, WERA043L, WERA043M, WERA043N, WERA043O, WERA043P

**43. How much do you agree or disagree with the following statements about your military workplace? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I know what is expected of me at work.	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. I have the materials and equipment I need to do my work right.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every duty day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last 7 duty days, I have received recognition or praise for doing good work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my National Guard/Reserve component makes me feel my job is important.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How much do you agree or disagree with the following statements about your military workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
k. In the last 6 months, someone at work has talked to me about my progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. This last year, I have had opportunities at work to learn and to grow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. My supervisor helps everyone in my work group feel included.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## YOUR MILITARY WORKPLACE

NOT [SRSVC1] = "8"

WERA044A, WERA044B, WERA044C, WERA044D, WERA044E, WERA044F

**44. How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. There is very little conflict among your coworkers.	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Your coworkers put in the effort required for their jobs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The people in your work group tend to get along.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in your work group are willing to help each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You put more effort into your job than your coworkers do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRSVC1] = "8"

WERA045A, WERA045B, WERA045C, WERA045D, WERA045E

**45. How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Your work provides you with a sense of pride.	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Your work makes good use of your skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You like the kind of work you do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with your job as a whole.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRVC1] = "8"

WERA046A, WERA046B

**46. Overall, how well prepared . . . Mark one answer for each item.**

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
a. Are <u>you</u> to perform your wartime job?	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Is <u>your unit</u> to perform its wartime mission?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRVC1] = "8"

WERA047A, WERA047B

**47. How would you rate . . . Mark one answer for each item.**

	Very high	High	Moderate	Low	Very low
a. <u>Your</u> current level of morale?	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. The current level of morale <u>in your unit</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## YOUR MILITARY WORKPLACE

NOT [SRSVC1] = "8"

WERA048A, WERA048B, WERA048C, WERA048D

**48. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Mark one answer for each statement.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Members in your unit really care about each other.	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Members in your unit work well as a team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Members in your unit pull together to get the job done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Members in your unit trust each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

NOT [SRSVC1] = "8"

WERA049A, WERA049B, WERA049C, WERA049D

**49. How true or false is each of the following statements for you? Mark one answer for each statement.**

	Definitely false	Mostly false	Mostly true	Definitely true
a. I am as healthy as anybody I know.	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>
b. I seem to get sick a little easier than other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I expect my health to get worse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My health is excellent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

NOT [SRVC1] = "8"

WERA050A, WERA050B, WERA050C, WERA050D

**50. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Mark one answer for each item.**

	Little or none of the time	Some of the time	A good bit of the time	All or most of the time
a. Cut down on the amount of time you spent on work or other activities	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>
b. Accomplished less than you would like	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Were limited in the kind of work or other activities you do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Had difficulty performing the work or other activities you do (for example, it took extra effort)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

NOT [SRVC1] = "8"

WERA051A, WERA051B

**51. Overall, how would you rate . . . Mark one answer for each item.**

	Much less than usual	Less than usual	About the same as usual	More than usual	Much more than usual
a. The current level of stress in your <u>military</u> life?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. The current level of stress in your <u>personal</u> life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## STRESS, HEALTH, AND WELL-BEING

NOT [SRSVC1] = "8"

WERA052A, WERA052B, WERA052C, WERA052D, WERA052E, WERA052F, WERA052G, WERA052H,  
WERA052I, WERA052J

**52. In the past month, how often have you . . . Mark one answer for each item.**

	Never	Almost never	Sometimes	Fairly often	Very often
a. Been upset because of something that happened unexpectedly?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Felt that you were unable to control the important things in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Felt nervous and stressed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Felt confident about your ability to handle your personal problems?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Felt that things were going your way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Found that you could not cope with all of the things you had to do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Been able to control irritations in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Felt that you were on top of things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Been angered because of things that were outside of your control?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Felt difficulties were piling up so high that you could not overcome them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8"

WERA053A, WERA053B, WERA053C, WERA053D, WERA053E, WERA053F, WERA053G, WERA053H, WERA053I, WERA053J, WERA053K, WERA053L, WERA053M, WERA053N, WERA053O

**53. How frequently during the past 12 months have you been in circumstances where you thought**

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - on- or off-duty
  - on- or off-installation; and/or
- **DoD/DHS Civilian Employees** and/or **Contractors**
  - In your military workplace or on your installation/ship . . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input type="radio"/> <sup>1</sup>	<input type="radio"/> <sup>2</sup>	<input type="radio"/> <sup>3</sup>	<input type="radio"/> <sup>4</sup>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Were condescending to you because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) How frequently during the past 12 months have you been in circumstances where you thought

- **Military Personnel** (Active Duty or National Guard/Reserve)
  - on- or off-duty
  - on- or off-installation; and/or
- **DoD/DHS Civilian Employees** and/or **Contractors**
  - In your military workplace or on your installation/ship . . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Vandalized your property because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Other race/ethnic-related experiences?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8" AND [WERA053O] > "1"

WERA053SP

Please specify the other race/ethnic-related experiences.

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8"

WERA054A, WERA054B, WERA054C, WERA054D, WERA054E, WERA054F, WERA054G, WERA054H, WERA054I, WERA054J, WERA054K, WERA054L, WERA054M, WERA054N, WERA054O, WERA054P, WERA054Q, WERA054R

**54. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Mark one answer for each statement.**

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
a. You were rated lower than you deserved on your last military evaluation.	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>
b. Your last military evaluation contained unjustified negative comments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others in your military job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get a military award or decoration given to others in similar circumstances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current military assignment has not made use of your job skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were not able to attend a major school needed for your military specialty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You received lower grades than you deserved in your military training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You did not get a military job assignment that you wanted because of scores that you got on tests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? *Mark one answer for each statement.*

	Yes, and my race/ethnicity was a factor	Yes, but my race/ethnicity was NOT a factor	No, or does not apply
j. Your current military assignment is not good for your career if you continue in the military.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. You did not learn until it was too late of opportunities that would help your military career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. You were unable to get straight answers about your military promotion possibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. You were taken to nonjudicial punishment or court martial when you should not have been.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. You were punished at your military job for something that others did without being punished.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. You were excluded by your military peers from social activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. You had other bothersome experiences at your military job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8" AND ([WERA054R] = "1" OR [WERA054R] = "2")  
WERA054SP

Please specify what other bothersome experiences you have had at your military job.

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA055

**55. Based on your responses to the previous questions, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? Mark one.**

- 1 ☐ Yes, racial/ethnic harassment
- 2 ☐ Yes, racial/ethnic discrimination
- 3 ☐ Yes, both racial/ethnic harassment and discrimination
- 4 ☐ No, neither racial/ethnic harassment nor discrimination

\*\*\*\*\* Page Break \*\*\*\*\*

## EXPERIENCES IN THE MILITARY COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")))) AND (([WERA055] = "1" OR [WERA055] = "2") OR [WERA055] = "3"))

WERA056

**56. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU? Mark one.**

- 3 ☐ No
- 2 ☐ Yes, some of it
- 1 ☐ Yes, all of it

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA057A, WERA057B, WERA057C, WERA057D, WERA057E, WERA057F, WERA057G

**57. Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most.**

**What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.**

	Yes	No
a. Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress	2 <input type="checkbox"/>	1 <input type="checkbox"/>
b. Race/ethnic-related threats, intimidation, vandalism, or physical assault	<input type="checkbox"/>	<input type="checkbox"/>
c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential	<input type="checkbox"/>	<input type="checkbox"/>
d. Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations	<input type="checkbox"/>	<input type="checkbox"/>
e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>
f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>
g. Other ways in which you have been bothered/hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")))) AND [WERA057G] = "2"))

WERA057SP

Please specify the other way(s) you have been bothered or hurt.

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA058A, WERA058B, WERA058C, WERA058D, WERA058E

58. To what extent was this situation... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Annoying?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Offensive?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Disturbing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Threatening?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Disillusioning?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA059

**59. During the course of the situation you have in mind, how often did the event(s) occur?**

- 1 ☐ Once  
2 ☐ Occasionally  
3 ☐ Frequently

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA060

**60. How long did this situation last or, if continuing, how long has it been going on?**

- 1 ☐ Less than 1 week  
2 ☐ 1 week to less than 1 month  
3 ☐ 1 month to less than 3 months  
4 ☐ 3 months to less than 6 months  
5 ☐ 6 months or more

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA061

**61. Where did this situation occur? *Mark one.***

- 1 ☒ At a military installation (for example, on base)
- 2 ☐ Some behaviors occurred at a military installation and some did not
- 3 ☐ Not at a military installation (for example, off base)

\*\*\*\*\* Page Break \*\*\*\*\*

## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")))) AND ([WERA061] = "1" OR [WERA061] = "2"))

WERA062A, WERA062B, WERA062C, WERA062D

**62. Did any of the behaviors in the situation on base occur... *Mark "Yes" or "No" for each item.***

	Yes	No
a. At your military work (the place where you perform your military duties)?	2 <input checked="" type="checkbox"/>	1 <input type="checkbox"/>
b. During duty hours?	<input type="checkbox"/>	<input type="checkbox"/>
c. In a military work environment where members of your racial/ethnic background are uncommon?	<input type="checkbox"/>	<input type="checkbox"/>
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	<input type="checkbox"/>	<input type="checkbox"/>

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")))))

WERA063A, WERA063B, WERA063C, WERA063D

**63. Did any of the behaviors in the situation occur while you were . . . Mark "Yes," "No," or "Does not apply" for each item.**

	Yes	No	Does not apply
a. Deployed?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>
b. At your civilian job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At your civilian school?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Near your place of residence?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")))))

WERA064

**64. Was the offender(s) . . . ? Mark one.**

- 1 ☐ One person (male)
- 2 ☐ One person (female)
- 3 ☐ More than one person (all males)
- 4 ☐ More than one person (all females)
- 5 ☐ More than one person (both males and females)
- 6 ☐ Not sure

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA065A, WERA065B, WERA065C, WERA065D, WERA065E, WERA065F

**65. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.**

	Yes	No	Don't know
a. White?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>
b. Black or African American?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. American Indian or Alaska Native?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Spanish/Hispanic/Latino?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA066A, WERA066B, WERA066C, WERA066D, WERA066E, WERA066F, WERA066G, WERA066H

**66. Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.**

	Yes	No	Don't know
a. Someone in your chain-of-command?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>
b. Other military person(s) of higher rank/grade than you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/DHS civilian employee(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/DHS civilian contractor(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Unknown person(s)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA067A, WERA067B, WERA067C, WERA067D, WERA067E, WERA067F, WERA067G, WERA067H, WERA067I

**67. As a result of the situation, did you . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Try to ignore the behavior?	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Try to avoid the person(s) who bothered you?	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) to stop?	<input type="checkbox"/>	<input type="checkbox"/>
d. Ask someone else to speak to the person(s) for you?	<input type="checkbox"/>	<input type="checkbox"/>
e. Settle it yourself physically?	<input type="checkbox"/>	<input type="checkbox"/>
f. Call a hotline for advice/information (not to file a complaint)?	<input type="checkbox"/>	<input type="checkbox"/>
g. Request a transfer?	<input type="checkbox"/>	<input type="checkbox"/>
h. Think about getting out of your National Guard/Reserve component?	<input type="checkbox"/>	<input type="checkbox"/>
i. Accomplish less than you would like at your military work?	<input type="checkbox"/>	<input type="checkbox"/>

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2"))))

WERA068A, WERA068B, WERA068C, WERA068D, WERA068E

**68. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.**

	Yes	No
a. Someone in your chain-of-command	$\frac{2}{\text{☐}}$	$\frac{1}{\text{☐}}$
b. Someone in the chain-of-command of the person who did it	☐	☐
c. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	☐	☐
d. Other person or office with responsibility for follow-up	☐	☐
e. Chaplain, counselor, ombudsman, or health care provider	☐	☐

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")) AND (((([WERA068A] = "2" OR [WERA068B] = "2") OR [WERA068C] = "2") OR [WERA068D] = "2") OR [WERA068E] = "2"))

WERA069A, WERA069B, WERA069C, WERA069D, WERA069E, WERA069F, WERA069G, WERA069H, WERA069I, WERA069J

**69. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each statement.**

	Yes	No	Don't know
a. Person(s) who bothered you was talked to about the behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your complaint was/is being investigated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The situation was resolved informally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You were encouraged to drop the complaint.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Your complaint was discounted or not taken seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Members of your chain-of-command were hostile toward you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Your coworkers were hostile toward you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. No action was taken.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. You do not know what action was taken.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")))) AND (((([WERA068A] = "2" OR [WERA068B] = "2") OR [WERA068C] = "2") OR [WERA068D] = "2") OR [WERA068E] = "2"))

WERA070A, WERA070B, WERA070C, WERA070D, WERA070E, WERA070F, WERA070G

**70. How satisfied are you with the following aspects of the reporting process? *Mark one answer for each item.***

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Availability of information about how to follow-up on a complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Treatment by personnel handling your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Amount of time it took/is taking to resolve your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. How well you were/are kept informed about the progress of your complaint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Degree to which your privacy was/is being protected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The complaint process overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")) AND (((([WERA068A] = "2" OR [WERA068B] = "2") OR [WERA068C] = "2") OR [WERA068D] = "2") OR [WERA068E] = "2"))

WERA071

**71. Was your complaint found to be true? Mark one.**

- 1 ☐ Yes
- 2 ☐ No
- 3 ☐ They were unable to determine whether your complaint was true or not
- 4 ☐ Does not apply, the action is still being processed

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")) AND (((([WERA068A] = "2" OR [WERA068B] = "2") OR [WERA068C] = "2") OR [WERA068D] = "2") OR [WERA068E] = "2")) AND (([WERA071] = "1" OR [WERA071] = "2") OR [WERA071] = "3"))

WERA072

**72. How satisfied were you with the outcome of your complaint?**

- 5 ☐ Very satisfied
- 4 ☐ Satisfied
- 3 ☐ Neither satisfied nor dissatisfied
- 2 ☐ Dissatisfied
- 1 ☐ Very dissatisfied

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")))) AND (((([WERA068A] = "2" OR [WERA068B] = "2") OR [WERA068C] = "2") OR [WERA068D] = "2") OR [WERA068E] = "2"))

WERA073A, WERA073B

**73. As a result of reporting the situation, did you experience any . . . Mark "Yes," "No," or "Don't know" for each item.**

	Yes	No	Don't know
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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## ONE SITUATION OF RACE/ETHNIC-RELATED EXPERIENCES

NOT [SRSVC1] = "8" AND (((((((((((([WERA053A] > "1" OR [WERA053B] > "1") OR [WERA053C] > "1") OR [WERA053D] > "1") OR [WERA053E] > "1") OR [WERA053F] > "1") OR [WERA053G] > "1") OR [WERA053H] > "1") OR [WERA053I] > "1") OR [WERA053J] > "1") OR [WERA053K] > "1") OR [WERA053L] > "1") OR [WERA053M] > "1") OR [WERA053N] > "1") OR [WERA053O] > "1") OR (((((((((((([WERA054A] = "1" OR [WERA054A] = "2") OR ([WERA054B] = "1" OR [WERA054B] = "2")) OR ([WERA054C] = "1" OR [WERA054C] = "2")) OR ([WERA054D] = "1" OR [WERA054D] = "2")) OR ([WERA054E] = "1" OR [WERA054E] = "2")) OR ([WERA054F] = "1" OR [WERA054F] = "2")) OR ([WERA054G] = "1" OR [WERA054G] = "2")) OR ([WERA054H] = "1" OR [WERA054H] = "2")) OR ([WERA054I] = "1" OR [WERA054I] = "2")) OR ([WERA054J] = "1" OR [WERA054J] = "2")) OR ([WERA054K] = "1" OR [WERA054K] = "2")) OR ([WERA054L] = "1" OR [WERA054L] = "2")) OR ([WERA054M] = "1" OR [WERA054M] = "2")) OR ([WERA054N] = "1" OR [WERA054N] = "2")) OR ([WERA054O] = "1" OR [WERA054O] = "2")) OR ([WERA054P] = "1" OR [WERA054P] = "2")) OR ([WERA054Q] = "1" OR [WERA054Q] = "2")) OR ([WERA054R] = "1" OR [WERA054R] = "2")))) AND (((([WERA068A] = "1" OR [WERA068B] = "1") OR [WERA068C] = "1") OR [WERA068D] = "1") OR [WERA068E] = "1") AND (((([WERA068A] <> "2" AND [WERA068B] <> "2") AND [WERA068C] <> "2") AND [WERA068D] <> "2") AND [WERA068E] <> "2"))))

WERA074A, WERA074B, WERA074C, WERA074D, WERA074E, WERA074F, WERA074G, WERA074H, WERA074I, WERA074J, WERA074K, WERA074L, WERA074M

**74. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.**

	Yes	No
a. You thought it was not important enough to report.	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making a report.	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself.	<input type="checkbox"/>	<input type="checkbox"/>
e. You did not think anything would be done.	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed.	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort.	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought you would be labeled a troublemaker.	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought it would make your work situation unpleasant.	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought your performance evaluation or chance for promotion would suffer.	<input type="checkbox"/>	<input type="checkbox"/>
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	<input type="checkbox"/>	<input type="checkbox"/>
l. You were afraid of retaliation/reprisals from your chain-of-command.	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not know the identity of the person(s) who did it.	<input type="checkbox"/>	<input type="checkbox"/>

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## EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8"

WERA075A, WERA075B, WERA075C, WERA075D, WERA075E, WERA075F, WERA075G, WERA075H,  
WERA075I, WERA075J, WERA075K, WERA075L, WERA075M, WERA075N, WERA075O

**75. How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live . . . Mark one answer for each item.**

	Never	Once or twice	Sometimes	Often
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<u>1</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live . . . *Mark one answer for each item.*

	Never	Once or twice	Sometimes	Often
k. Vandalized your property because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Physically threatened or intimidated you because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Assaulted you physically because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Other race/ethnic-related experiences involving civilians in the local community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8" AND [WERA075O] > "1"

WERA075SP

**Please specify the other race/ethnic-related experiences involving civilians in the local community.**

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## EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8" AND (((((((((((([WERA075A] > "1" OR [WERA075B] > "1") OR [WERA075C] > "1") OR [WERA075D] > "1") OR [WERA075E] > "1") OR [WERA075F] > "1") OR [WERA075G] > "1") OR [WERA075H] > "1") OR [WERA075I] > "1") OR [WERA075J] > "1") OR [WERA075K] > "1") OR [WERA075L] > "1") OR [WERA075M] > "1") OR [WERA075N] > "1") OR [WERA075O] > "1")

WERA076

**76. Based on your responses to the previous question, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? Mark one.**

- 1 ☐ Yes, racial/ethnic harassment
- 2 ☐ Yes, racial/ethnic discrimination
- 3 ☐ Yes, both racial/ethnic harassment and discrimination
- 4 ☐ No, neither racial/ethnic harassment nor discrimination

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## EXPERIENCES IN THE CIVILIAN COMMUNITY IN THE PAST 12 MONTHS

NOT [SRSVC1] = "8" AND (((((((((((([WERA075A] > "1" OR [WERA075B] > "1") OR [WERA075C] > "1") OR [WERA075D] > "1") OR [WERA075E] > "1") OR [WERA075F] > "1") OR [WERA075G] > "1") OR [WERA075H] > "1") OR [WERA075I] > "1") OR [WERA075J] > "1") OR [WERA075K] > "1") OR [WERA075L] > "1") OR [WERA075M] > "1") OR [WERA075N] > "1") OR [WERA075O] > "1") AND (([WERA076] = "1" OR [WERA076] = "2") OR [WERA076] = "3"))

WERA077

**77. Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU? Mark one.**

- 3 ☐ No
- 2 ☐ Yes, some of it
- 1 ☐ Yes, all of it

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## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA078A, WERA078B, WERA078C

**78. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item.**

	Yes	No	Don't know
a. Senior leadership of my National Guard/Reserve component	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b. Senior leadership of my installation/ship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA079

**79. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?**

- 1 ☐ Too much attention
- 2 ☐ The right amount of attention
- 3 ☐ Too little attention

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA080A, WERA080B, WERA080C, WERA080D, WERA080E

**80. How would you rate race relations . . . Mark one answer for each item.**

	Excellent	Very good	Good	Fair	Poor
a. In your military work group?	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. At your military duty station?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In your National Guard/Reserve component?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the local community around <u>where you live</u> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. In the local community around <u>your military duty station</u> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA081A, WERA081B, WERA081C, WERA081D, WERA081E

**81. In your military work group, to what extent . . . Mark one answer for each statement.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA082A, WERA082B

**82. At your military duty station . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Would you know how to report experiences of race/ethnic harassment and/or discrimination?	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Is the availability of complaint hotlines publicized?	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA083A, WERA083B, WERA083C

**83. At your military duty station, to what extent . . . Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Are hate crimes a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Are gangs a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

(([WERA083A] > "3" OR [WERA083B] > "3") OR [WERA083C] > "3")

WERA083SP

**In the previous question you indicated that there are problems at your military duty station. Please specify.**

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA084A, WERA084B, WERA084C

**84. In the local community around where you live, to what extent . . . Mark one answer for each item.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Are racist/extremist organizations or individuals a problem?	<u>1</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>5</u> <input type="radio"/>
b. Are hate crimes a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Are gangs a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

(([WERA084A] > "3" OR [WERA084B] > "3") OR [WERA084C] > "3")

WERA084SP

**In the previous question you indicated that there are problems in the local community around where you live. Please specify.**

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

*NOT [SRSVC1] = "8"*

WERA085A, WERA085B, WERA085C

**85. To what extent . . . Mark one answer for each statement.**

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
b. Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Do you feel comfortable interacting with people from different race/ethnic groups?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRVC1] = "8"

WERA086A, WERA086B, WERA086C

**86. During the past 12 months, have you been involved in a racial confrontation . . . Mark one answer for each item.**

	No, and I have NOT seen it happen to others	No, but I have seen it happen to others	Yes, but I have NOT seen it happen to others	Yes, and I have seen it happen to others
a. On your installation/ship?	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. In the local community around your military duty station?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. In the local community around where you live?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRVC1] = "8"

WERA087A, WERA087B

**87. During the past 12 months, has someone asked you . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. To <u>join</u> an extremist organization?	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. To <u>participate</u> in extremist activities?	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*



## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA088A, WERA088B, WERA088C, WERA088D

**88. Do you regularly read websites/literature that . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Advocate the separation of people based on race/ethnicity?	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Warn of the dangers of interactions between people of different races/ethnicities?	<input type="checkbox"/>	<input type="checkbox"/>
c. Point out the dangers of racial/ethnic diversity?	<input type="checkbox"/>	<input type="checkbox"/>
d. Point out the dangers of racial/ethnic tolerance?	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## PERSONNEL POLICY AND PRACTICES

NOT [SRSVC1] = "8"

WERA089A, WERA089B, WERA089C, WERA089D

**89. Do you agree with the ideals of organizations that . . . Mark "Yes" or "No" for each item.**

	Yes	No
a. Advocate the separation of people based on race/ethnicity?	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. Warn of the dangers of interactions between people of different races/ethnicities?	<input type="checkbox"/>	<input type="checkbox"/>
c. Point out the dangers of racial/ethnic diversity?	<input type="checkbox"/>	<input type="checkbox"/>
d. Point out the dangers of racial/ethnic tolerance?	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## TRAINING

NOT [SRSVC1] = "8"

WERA090

**90. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?**

- 2 ☐ Yes  
1 ☐ No

\*\*\*\*\* Page Break \*\*\*\*\*

## TRAINING

NOT [SRSVC1] = "8" AND [WERA090] = "2"

WERA091

**91. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".**

Times

\*\*\*\*\* Page Break \*\*\*\*\*

## TRAINING

NOT [SRSVC1] = "8" AND [WERA090] = "2"

WERA092A, WERA092B, WERA092C, WERA092D, WERA092E, WERA092F, WERA092G, WERA092H, WERA092I, WERA092J

**92. My National Guard/Reserve component's training . . . Mark one answer for each item.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	<u>5</u> <input type="radio"/>	<u>4</u> <input type="radio"/>	<u>3</u> <input type="radio"/>	<u>2</u> <input type="radio"/>	<u>1</u> <input type="radio"/>
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Identifies behaviors that are offensive to others and should not be tolerated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Makes me feel it is safe to complain about offensive, race/ethnic-related situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Promotes cross-cultural awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Continued) My National Guard/Reserve component's training . . . *Mark one answer for each item.*

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
h.	Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i.	Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j.	Promotes religious tolerance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

TRAINING

NOT [SRSVC1] = "8" AND [WERA090] = "2"  
 WERA093

93. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

- 4

☐ Very effective
- 3

☐ Moderately effective
- 2

☐ Slightly effective
- 1

☐ Not at all effective

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

NOT [SRVC1] = "8"

WERA094

**94. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?**

60 ☐ Don't know, I have not worked in a civilian job

1 ☐ Much less often in the military

2 ☐ Less often in the military

3 ☐ About the same

4 ☐ More often in the military

5 ☐ Much more often in the military

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

NOT [SRVC1] = "8"

WERA095A, WERA095B, WERA095C, WERA095D, WERA095E, WERA095F, WERA095G, WERA095H,  
WERA095I, WERA095J, WERA095K, WERA095L

**95. How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? *Mark one answer for each item.***

	Much better in the military	Better in the military	No difference	Better as a civilian	Much better as a civilian
	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>	<u>1</u>
a. Promotion opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Pay and benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Fair performance evaluations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Education and training opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Quality of life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Fair administration of criminal justice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Chance to show pride in yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Chance to show pride in your race/ethnic group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Freedom from harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Continued) How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?  
*Mark one answer for each item.*

		Much better in the military	Better in the military	No difference	Better as a civilian	Much better as a civilian
j.	Freedom from discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k.	Freedom from racist/extremist organizations, hate crimes, or gangs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l.	Race/ethnic relations overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

NOT [SRSVC1] = "8"

WERA096

**96. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?**

- 3 ☐ Better today  
 2 ☐ About the same as 5 years ago  
 1 ☐ Worse today

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

NOT [SRSVC1] = "8"

WERA097A, WERA097B, WERA097C, WERA097D, WERA097E, WERA097F, WERA097G

**97. In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . Mark one answer for each item.**

	Much better	Better	Neither better or worse	Worse	Much worse
a. Blacks or African Americans?	<u>5</u> <input type="checkbox"/>	<u>4</u> <input type="checkbox"/>	<u>3</u> <input type="checkbox"/>	<u>2</u> <input type="checkbox"/>	<u>1</u> <input type="checkbox"/>
b. American Indians or Alaska Natives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

NOT [SRSVC1] = "8" AND NOT (((((((([WERA014]= . OR [WERA014]= "0") OR [WERA014]= "1") OR [WERA014]= "2") OR [WERA014]= "3") OR [WERA014]= "4") OR [WERA014]= "5") OR [WERA014]= "00") OR [WERA014]= "01") OR [WERA014]= "02") OR [WERA014]= "03") OR [WERA014]= "04") OR [WERA014]= "05")  
WERA098

**98. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?**

- 1 ☐ Much less often
- 2 ☐ Less often
- 3 ☐ About the same
- 4 ☐ More often
- 5 ☐ Much more often

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

NOT [SRSVC1] = "8" AND NOT (((((((([WERA014]= . OR [WERA014]= "0") OR [WERA014]= "1") OR [WERA014]= "2") OR [WERA014]= "3") OR [WERA014]= "4") OR [WERA014]= "5") OR [WERA014]= "00") OR [WERA014]= "01") OR [WERA014]= "02") OR [WERA014]= "03") OR [WERA014]= "04") OR [WERA014]= "05")  
WERA099

**99. In your opinion, have race/ethnic relations overall in the military gotten better or worse over the last 5 years?**

- 3 ☐ Better today  
 2 ☐ About the same as 5 years ago  
 1 ☐ Worse today

\*\*\*\*\* Page Break \*\*\*\*\*

## MILITARY/CIVILIAN COMPARISONS

NOT [SRSVC1] = "8" AND NOT (((((((([WERA014]= . OR [WERA014]= "0") OR [WERA014]= "1") OR [WERA014]= "2") OR [WERA014]= "3") OR [WERA014]= "4") OR [WERA014]= "5") OR [WERA014]= "00") OR [WERA014]= "01") OR [WERA014]= "02") OR [WERA014]= "03") OR [WERA014]= "04") OR [WERA014]= "05")  
WERA100A, WERA100B, WERA100C, WERA100D, WERA100E, WERA100F, WERA100G

**100. In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.**

	Much better	Better	Neither better or worse	Worse	Much worse
a. Blacks or African Americans?	5 <input type="checkbox"/>	4 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>
b. American Indians or Alaska Natives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Asians, Native Hawaiians or Pacific Islanders?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Spanish/Hispanic/Latinos?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Arab Americans?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Whites?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Muslims?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*\*\*\*\* Page Break \*\*\*\*\*

## TAKING THE SURVEY

*NOT [SR SVC1] = "8"*

COMMENT

**101. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.**

\*\*\*\*\* Page Break \*\*\*\*\*



## **Appendix E**

### **Coding Scheme**



## **APPENDIX E: Coding Scheme for the 2007 Workplace and Equal Opportunity Survey of Reserve Component Members**

The guiding premise of this DMDC survey is that the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data only for immediate use or to answer one question. Different people, both at DMDC and other organizations, analyze DMDC datasets over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how data were coded and the limitations of the data. This appendix describes (1) conventions for naming variables, (2) methods for capturing data from the survey instrument, and (3) the process of editing survey response variables created for the analysis file.

### ***Variable Naming***

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic may need to be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey of active duty members in 1999 and in an exit survey in 2000. Conventions discussed below are being used as a means for facilitating such analyses.

### ***Survey Variables***

***Standard survey response and operational variables.*** Variables common to DMDC surveys are assigned identical names and values across surveys. The prefix "SR" is used for self-reported demographic survey items. Common self-report variables occurring in the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members* include SRED1 (educational attainment), SRRACEA-E (race), SRHISPA1 (Hispanic ethnicity). Examples of common operational variables are CMTFLAG (indicates whether the respondent entered an end of survey comment) and DARVDATE (date the survey was completed)

***Nonstandard survey response variables.*** Survey item variables are named according to the following conventions (illustrated for the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members*):

- The first, second, third, and fourth positions of the variable name are "WERA"
- The fifth, sixth, and seventh positions are the survey item numbers 001 through 100.
- Positions eight and nine usually represent sub-items for multi-part survey items. The exceptions, skip pattern flags ("SK") and specify flags ("SP"), are explained later in the section Standard Flag Variables.
- The last position may be "U" (indicating that the values have not been edited to enforce skip pattern consistency) or "R" (indicating that the original values have been

recoded for tabulations) or “BR” (indicating that the original values have been recoded for briefing).

***Crossing (domain) variables.*** Survey response variables may be recoded to define crosstabulation categories for reports or analyses. In most cases, missing values are imputed from administrative records; in some cases values are masked to protect confidentiality. The first position of the variable name is “X”. See Appendix J for the SAS code that defines these variables.

### ***Administrative Record Variables***

When administrative record data are used unchanged in the analysis file, the original variable name, values, and value labels are retained. For example, RORG\_CD identifies the member’s service in the analysis file exactly as it does in the Reserve Components Common Personnel Data System (RCCPDS). Likewise, the variable name, values, and labels for RPAYGRP1 appear in the analysis file exactly as they do in the Personnel Data System. Any change in the variable values or labels (e.g., collapsing) causes a change in the variable name.

### ***Raw-Data Encoding Process***

When a respondent completes an online survey, data are stored in an indexed file on the Web (data) server. This file is copied to the operations contractor’s internal network and the data are matched to the sample file, attaching each member’s survey responses to the sample record. Paper surveys are scanned using Intelligent Character Recognition (ICR) technology. If any documents cannot be scanned, they are batched separately and the data are key-entered. The data from the paper form are then merged with the Web data.

The data are then cleaned in an iterative multi-step process. First, values are assigned to valid responses (see Appendix D for the annotated form) and item nonresponse is coded (-9). Then the process creates flag variables for respondent-specified items; flags, validates, and codes skip pattern variables; codes the content of text entries.

The Web survey form’s “other specify” and open-ended comments are collected in a comment file and linked to the Web survey data by ticket number. The paper survey form “other specify” and open-ended comments are collected in a comment file and linked to the data by an identifier given to each survey as it is scanned. All text entries are cleaned and edited to remove identifying information and expletives. The long comment item at the end of the questionnaire is keyed in a separate process. The comments data are confidential and are not merged into the returns dataset.

The next sections discuss the assignment of missing value codes, the special treatment of data variables, and the editing of variable to enforce skip patterns.

## ***Value Coding and Formats***

Datasets are prepared as SAS<sup>1</sup> system files. An OS or flat file version of the basic survey release file is then prepared from the SAS system file. This section describes how values are treated in creating the SAS system files and notes any differences in the flat file.

In the SAS system files, variables are declared as numeric unless they contain true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can be done only with variables that are declared as numeric. Values for alphabetic variables are input with \$CHARww. formats to preserve leading, embedded, and trailing blanks.

## ***Missing Data Codes***

The instructions used to assign missing data codes and other special codes are shown in Tables E-1 and E-2. The labels associated with each assigned value are shown in italicized text. These are the SAS format labels used in the SAS dataset.

- Table E-1 contains basic SAS and flat file missing data values.
- Table E-2 contains SAS and flat file missing data values for dates.

The values presented in Table E-1 are general missing data values that have been adopted in recent years for use on DMDC surveys. (Standards for date variables are in Table E-2.) Both tables have separate columns for values used for SAS system files and flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file values differ from the SAS values because SAS implements special missing values and formats that may not be compatible with other statistical analysis software such as SPSS<sup>2</sup>.

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<sup>1</sup> SAS is a trademark of the SAS Institute, Inc.

<sup>2</sup> SPSS is a trademark of SPSS Inc.

**Table E-1.**  
**Basic SAS® and Flat Missing Data Values**

SAS® File		Flat File		Description
Numeric	Alpha	Numeric	Alpha	
.	.	-9	.	<i>No response or missing skip</i>
.A	.A	-8	.A	<i>Multiple response error</i>
.O	.O	-7	.O	<i>Out-of-range</i>
.N	.N	-6	.N	<i>Not applicable or Valid skip</i>
.F	.F	-5	.F	<i>Variable not on survey form.</i> This value is reserved for multiple-form surveys
.I	.I	-4	.I	<i>Incomplete grid error</i>
.B	.B	-1	.B	<i>No survey returned.</i> Filler values for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.
.D	.D		.D	<i>Did not experience</i>

**Table E-2.**  
**SAS® and Flat File Missing Data Values for Dates**

SAS® File		Flat File		Description
Re-coded value	Value read from input	YYYYMMDD	MMYYYYYY	
.	-54908	18090901	SEP1809	<i>No response (invalid skip)</i>
.O	-55701	18070701	JUL1807	<i>Out-of-range error</i>
.N	-56096	18060601	JUN1806	<i>Not applicable (valid skip)</i>
.I	-56887	18040401	APR1804	<i>Incomplete grid error</i>
.B	-58073	18010101	JAN1801	<i>No survey returned.</i> Filler values for survey variables when either a blank survey is returned or no survey is returned. Control system variables retain assigned values.

*Note:* This conversion has already been done in DMDC SAS® files.

SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alpha characters representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept these characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a multiple response error in flat files is coded as a “-8”, which can be declared as a missing value when the data are input in SPSS—in the SAS file, the value “.A” is used to represent a multiple response error.

Data requirements of SUDAAN<sup>3</sup> are also considered in coding. Primarily this means avoiding in coding the use of a zero, which has a special use for certain procedures in SUDAAN, for a variable that will be used as a categorical independent variable.

Many types of missing data are common to scanned surveys and are self explanatory. In general, missing data are coded as “-9” (SAS: .) for item nonresponse; multiple response errors are coded as “-8” (SAS: .A).<sup>4</sup> Incomplete responses in grids that could not be resolved by visual inspection are coded as “-4” (SAS: I). Out-of-Range responses in grids (e.g., number of days or weeks in a year larger than 365 or 52, respectively) are coded as “-7” (SAS: .O). For a single item that contains a response alternative of “Not applicable”, a missing data code of “-6” (SAS: .N) is typically used. When multiple items can be affected by a skip pattern or when item(s) have multiple ways to be not applicable, other specific codes are used. This type of coding is discussed later in the section entitled “Skip Pattern Coding.”

Multiple survey forms or modes (e.g., paper and web) are sometimes used in a single effort, and the data from all the related forms combined into a single dataset for analysis. Questions may appear in one form or mode but not in another. In a combined dataset, a code of “-5” (SAS: .F) indicates missing data for variables not on the form completed by a respondent.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of “-1” (SAS: .B).

### ***Standard Flag Variables***

Skip pattern flags indicate whether one or more questions were or are not to be asked of respondents. For example, if respondents to this survey indicated on question 11 (WERA011) that they do *not* currently have a spouse or significant other (Q11=1), then web respondents did not see question 16; spouse or significant other’s opinion on participation in the National Guard/Reserves. WERA016SK is a flag variable indicating whether question 16 (WERA016) was answered consistently with the skip pattern. The skip flag is then used to remove incongruent responses from the paper form. Skip flags are useful for evaluating the effectiveness of the skip pattern and for screening out ambiguous response patterns during analysis.

Skip flags are set in the manner discussed in Table E-3; however, the specifics for each skip flag are detailed in the next section. Note that the value -9 (SAS: .) is used to represent

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<sup>3</sup> SUDAAN is a trademark of the Research Triangle Institute.

<sup>4</sup> Multiple response errors can only occur for users of the paper form. Web instrument, through the use of radio buttons, does not allow multiple responses for one item.

missing data in flag variables in a slightly different way than they are used for standard survey variables.

### ***Special Codes for Skip Patterns***

Discrepancies in skip patterns are resolved during data editing. First, skip flags are created. The section Raw-Data Encoding Process introduced the general outline of the skip flags, but the specific flags for each skip pattern are specified in Table E-3.<sup>5</sup> After the creation of all the skip flags, variables within the skip patterns are forward coded to make them consistent with the variables that start the skip patterns. To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The convention for naming these “raw” variables is to end the name with “U” for Unedited. Table E-3 specifies how to assign the special values to variables within the skip patterns. While Table E-3 is organized to show all the edits for a skip pattern, all skip flags are set prior to undertaking any forward coding. The remainder of this section describes the logic behind coding of skip patterns.

While an analyst can ignore discrepancies between a respondent’s answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies can be termed backward and forward coding. Backward coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have the not applicable value (.N) assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate items with data missing because the item should have been skipped from items where data are missing because the respondent should have answered them but did not.

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<sup>5</sup> Table E-3 also provides special coding notes for other non-obvious codings.



**Table E-3:**  
**Special Coding Notes**

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Note    Coding instructions and codebook specifications

1. **SRHISPASSK, SRHISPASU, SRRACEASU, SRRACEBSU, SRRACECSU, SRRACEDSU, SRRACEESU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**SRHISPASSK** is an indicator of whether **SRHISPAS, SRRACEAS, SRRACEBS, SRRACECS, SRRACEDS, SRRACEES** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((**WERA011** = 2 OR **WERA011** = 3) OR **WERA011** = 4) OR **WERA011** = 5) then **SRHISPASSK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**SRHISPASU** = **SRHISPAS, SRRACEASU** = **SRRACEAS, SRRACEBSU** = **SRRACEBS, SRRACECSU** = **SRRACECS, SRRACEDSU** = **SRRACEDS, SRRACEESU** = **SRRACEES**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If SRHISPASSK = 1 then do;
    SRHISPAS = .N;
    SRRACEAS = .N;
    SRRACEBS = .N;
    SRRACECS = .N;
    SRRACEDS = .N;
    SRRACEES = .N;
end;
```

.N = (Not Applicable)

2. Valid values for **WERA014** (How many years have you spent in military service?) are top coded at 35 years. Here is how it was edited:

```
If WERA014 GT 35 then WERA014=35;
```

3. **WERA016SK, WERA016U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA016SK** is an indicator of whether **WERA016** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((**WERA011** = 2 OR **WERA011** = 3) OR **WERA011** = 4) OR **WERA011** = 5) then **WERA016SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA016U** = **WERA016**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA016SK = 1 then do;  
    WERA016 = .N;  
end;  
If WERA016SK = 2 and WERA016 = 60 then WERA016 = .I;
```

.N = (Not Applicable)

4. **WERA022SPSK, WERA022SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA022SPSK** is an indicator of whether **WERA022SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((WERA022A = 1 OR WERA022B = 1) OR WERA022C = 1) OR WERA022D = 1) OR WERA022E = 1) OR WERA022F = 1) then **WERA022SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA022SPU** = **WERA022SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA022SPSK = 1 then do;  
    WERA022SP = '.N';  
end;
```

.N = (Not Applicable)

5. Valid values for **WERA023** (In the past 12 months, how many days did you spend in a compensated National Guard/Reserve status?) are top coded at 365 days. Here is how it was edited:

```
If WERA023 GT 365 then WERA023=365;
```

6. Valid values for **WERA024** (In the past 12 months, how many nights did you spend away from your home because of your military duties?) are top coded at 365 days. Here is how it was edited:

```
If WERA024 GT 365 then WERA024=365;
```

7. **WERA028SK, WERA028U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA028SK** is an indicator of whether **WERA028** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RSV\_SCAT = 'A' OR RSV\_SCAT = 'F' OR RSV\_SCAT = 'P' OR RSV\_SCAT = 'Q' OR RSV\_SCAT = 'T' OR RSV\_SCAT = 'V' OR RSV\_SCAT = 'X') AND (((SRSVC1 = 1 OR SRSVC1 = 2) OR SRSVC1 = 5) OR SRSVC1 = 6) AND WERA027 = 1) then **WERA028SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA028U** = **WERA028**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA028SK = 1 then do;  
    WERA028 = .N;  
end;  
  
.N = (Not Applicable)
```

8. **WERA029SK, WERA029U, WERA030U, WERA031U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA029SK** is an indicator of whether **WERA029, WERA030, WERA031** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RSV\_SCAT = 'A' OR RSV\_SCAT = 'B' OR RSV\_SCAT = 'F' OR RSV\_SCAT = 'P' OR RSV\_SCAT = 'Q' OR RSV\_SCAT = 'T' OR RSV\_SCAT = 'V' OR RSV\_SCAT = 'X') AND WERA027 = 1) then **WERA029SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA029U** = **WERA029, WERA030U** = **WERA030, WERA031U** = **WERA031**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA029SK = 1 then do;  
    WERA029 = .N;  
    WERA030 = .N;  
    WERA031 = .N;  
end;  
  
.N = (Not Applicable)
```

9. **WERA032SK, WERA032U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA032SK** is an indicator of whether **WERA032** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RSV\_SCAT = 'A' OR RSV\_SCAT = 'B' OR RSV\_SCAT = 'F' OR RSV\_SCAT = 'P' OR RSV\_SCAT = 'Q' OR RSV\_SCAT = 'T' OR RSV\_SCAT = 'V' OR RSV\_SCAT = 'X') AND (WERA027 = 1 AND WERA031 = 2) then **WERA032SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA032U** = **WERA032**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA032SK = 1 then do;  
    WERA032 = .N;  
end;
```

.N = (Not Applicable)

10. **WERA033SK, WERA033U, WERA034U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA033SK** is an indicator of whether **WERA033, WERA034** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RSV\_SCAT = 'A' OR RSV\_SCAT = 'B' OR RSV\_SCAT = 'F' OR RSV\_SCAT = 'P' OR RSV\_SCAT = 'Q' OR RSV\_SCAT = 'T' OR RSV\_SCAT = 'V' OR RSV\_SCAT = 'X') AND ((WERA027 = 1 AND WERA031 = 2) AND WERA032 = 2) then **WERA033SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA033U** = **WERA033, WERA034U** = **WERA034**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA033SK = 1 then do;  
    WERA033 = .N;  
    WERA034 = .N;  
end;
```

.N = (Not Applicable)

11. **WERA035SK, WERA035U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA035SK** is an indicator of whether **WERA035** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (RSV\_SCAT = 'A' OR RSV\_SCAT = 'B' OR RSV\_SCAT = 'F' OR RSV\_SCAT = 'P' OR RSV\_SCAT = 'Q' OR RSV\_SCAT = 'T' OR RSV\_SCAT = 'V' OR RSV\_SCAT = 'X') AND (((WERA027 = 1 AND WERA031 = 2) AND WERA032 = 2) AND WERA034 = 2) then **WERA035SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA035U** = **WERA035**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA035SK = 1 then do;  
    WERA035 = .N;  
end;
```

.N = (Not Applicable)

12. **WERA036SK, WERA036U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA036SK** is an indicator of whether **WERA036** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (WERA027 = 1 AND WERA031 = 2) then **WERA036SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA036U** = **WERA036**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA036SK = 1 then do;  
    WERA036 = .N;  
end;
```

.N = (Not Applicable)

13. **WERA037SK, WERA037U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA037SK** is an indicator of whether **WERA037** were or were not to be asked of a respondent

and its initial value is 1 (Not asked). If (((((WERA027 = 1 AND WERA031 = 2) AND WERA032 = 2) AND WERA034 = 2) AND WERA036 = 2) OR WERA027 = 2) then **WERA037SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA037U** = **WERA037**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA037SK = 1 then do;  
    WERA037 = .N;  
end;
```

.N = (Not Applicable)

14. Valid values for **WERA039** (How long have you been in your present military unit?) are top coded at 35 years. Here is how it was edited:

```
If WERA039 GT 35 then WERA039=35;
```

15. **WERA053SPSK**, **WERA053SPU**. The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA053SPSK** is an indicator of whether **WERA053SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If WERA053O > 1 then **WERA053SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA053SPU** = **WERA053SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA053SPSK = 1 then do;  
    WERA053SP = '.N';  
end;
```

.N = (Not Applicable)

16. **WERA054SPSK, WERA054SPU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA054SPSK** is an indicator of whether **WERA054SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (WERA054R = 1 OR WERA054R = 2) then **WERA054SPSK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA054SPU** = **WERA054SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA054SPSK = 1 then do;  
    WERA054SP = '.N';  
end;
```

.N = (Not Applicable)

17. **WERA055SK, WERA055U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA055SK** is an indicator of whether **WERA055** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2)))) then **WERA055SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA055U** = **WERA055**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```

If WERA055SK = 1 then do;
    WERA055 = .N;
end;
If WERA055SK = 2 and WERA055 = 60 then WERA055 = .I;

```

.N = (Not Applicable)

**18. WERA056SK, WERA056U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA056SK** is an indicator of whether **WERA056** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) AND ((WERA055 = 1 OR WERA055 = 2) OR WERA055 = 3)) then **WERA056SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA056U** = **WERA056**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```

If WERA056SK = 1 then do;
    WERA056 = .N;
end;

```

.N = (Not Applicable)



19. **WERA057SK, WERA057AU, WERA057BU, WERA057CU, WERA057DU, WERA057EU, WERA057FU, WERA057GU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA057SK** is an indicator of whether **WERA057A, WERA057B, WERA057C, WERA057D, WERA057E, WERA057F, WERA057G** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) then **WERA057SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA057AU = WERA057A, WERA057BU = WERA057B, WERA057CU = WERA057C, WERA057DU = WERA057D, WERA057EU = WERA057E, WERA057FU = WERA057F, WERA057GU = WERA057G**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA057SK = 1 then do;
  WERA057A = .N;
  WERA057B = .N;
  WERA057C = .N;
  WERA057D = .N;
  WERA057E = .N;
  WERA057F = .N;
  WERA057G = .N;
end;
```

.N = (Not Applicable)

20. **WERA057SPSK, WERA057SPU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA057SPSK** is an indicator of whether **WERA057SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) AND WERA057G = 2) then **WERA057SPSK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA057SPU** = **WERA057SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA057SPSK = 1 then do;  
    WERA057SP = '.N';  
end;
```

.N = (Not Applicable)

21. **WERA058SK, WERA058AU, WERA058BU, WERA058CU, WERA058DU, WERA058EU, WERA059U, WERA060U, WERA061U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA058SK** is an indicator of whether **WERA058A, WERA058B, WERA058C, WERA058D, WERA058E, WERA059, WERA060, WERA061** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR

(WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) then **WERA058SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA058AU** = **WERA058A**, **WERA058BU** = **WERA058B**, **WERA058CU** = **WERA058C**, **WERA058DU** = **WERA058D**, **WERA058EU** = **WERA058E**, **WERA059U** = **WERA059**, **WERA060U** = **WERA060**, **WERA061U** = **WERA061**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA058SK = 1 then do;

WERA058A = .N;

WERA058B = .N;

WERA058C = .N;

WERA058D = .N;

WERA058E = .N;

WERA059 = .N;

WERA060 = .N;

WERA061 = .N;

end;

.N = (Not Applicable)

22. **WERA062SK, WERA062AU, WERA062BU, WERA062CU, WERA062DU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA062SK** is an indicator of whether **WERA062A, WERA062B, WERA062C, WERA062D** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) AND (WERA061 = 1 OR WERA061 = 2)) then **WERA062SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

**"WERA062AU = WERA062A, WERA062BU = WERA062B, WERA062CU = WERA062C, WERA062DU = WERA062D, but are unedited for forward coding of non-applicable or missing response values."**

Here is how they are edited:

```
If WERA062SK = 1 then do;
    WERA062A = .N;
    WERA062B = .N;
    WERA062C = .N;
    WERA062D = .N;
end;
```

.N = (Not Applicable)

23. **WERA063SK, WERA063AU, WERA063BU, WERA063CU, WERA063DU, WERA064U, WERA065AU, WERA065BU, WERA065CU, WERA065DU, WERA065EU, WERA065FU, WERA066AU, WERA066BU, WERA066CU, WERA066DU, WERA066EU, WERA066FU, WERA066GU, WERA066HU, WERA067AU, WERA067BU, WERA067CU, WERA067DU, WERA067EU, WERA067FU, WERA067GU, WERA067HU, WERA067IU, WERA068AU, WERA068BU, WERA068CU, WERA068DU, WERA068EU.** The following explains how to create the flag variable -- the codebook page should contain this information:

**"WERA063SK** is an indicator of whether **WERA063A, WERA063B, WERA063C, WERA063D, WERA064, WERA065A, WERA065B, WERA065C, WERA065D, WERA065E, WERA065F, WERA066A, WERA066B, WERA066C, WERA066D, WERA066E, WERA066F, WERA066G, WERA066H, WERA067A, WERA067B, WERA067C, WERA067D, WERA067E, WERA067F, WERA067G, WERA067H, WERA067I, WERA068A, WERA068B, WERA068C, WERA068D, WERA068E** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If  
 (((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) then **WERA063SK = 2** (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

**"WERA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A,**

**WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E,** but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If WERA063SK = 1 then do;

WERA063A = .N;	WERA066G = .N;
WERA063B = .N;	WERA066H = .N;
WERA063C = .N;	WERA067A = .N;
WERA063D = .N;	WERA067B = .N;
WERA064 = .N;	WERA067C = .N;
WERA065A = .N;	WERA067D = .N;
WERA065B = .N;	WERA067E = .N;
WERA065C = .N;	WERA067F = .N;
WERA065D = .N;	WERA067G = .N;
WERA065E = .N;	WERA067H = .N;
WERA065F = .N;	WERA067I = .N;
WERA066A = .N;	WERA068A = .N;
WERA066B = .N;	WERA068B = .N;
WERA066C = .N;	WERA068C = .N;
WERA066D = .N;	WERA068D = .N;
WERA066E = .N;	WERA068E = .N;
WERA066F = .N;	

end;

.N = (Not Applicable)

24. **WERA069SK, WERA069AU, WERA069BU, WERA069CU, WERA069DU, WERA069EU, WERA069FU, WERA069GU, WERA069HU, WERA069IU, WERA069JU, WERA070AU, WERA070BU, WERA070CU, WERA070DU, WERA070EU, WERA070FU, WERA070GU, WERA071U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA069SK** is an indicator of whether **WERA069A, WERA069B, WERA069C, WERA069D, WERA069E, WERA069F, WERA069G, WERA069H, WERA069I, WERA069J, WERA070A, WERA070B, WERA070C, WERA070D, WERA070E, WERA070F, WERA070G, WERA071** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B =



(WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) AND (((WERA068A = 2 OR WERA068B = 2) OR WERA068C = 2) OR WERA068D = 2) OR WERA068E = 2)) AND ((WERA071 = 1 OR WERA071 = 2) OR WERA071 = 3)) then **WERA072SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA072U** = **WERA072**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA072SK = 1 then do;
    WERA072 = .N;
end;
```

.N = (Not Applicable)

**26. WERA073SK, WERA073AU, WERA073BU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA073SK** is an indicator of whether **WERA073A**, **WERA073B** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) AND (((WERA068A = 2 OR WERA068B = 2) OR WERA068C = 2) OR WERA068D = 2) OR WERA068E = 2)) then **WERA073SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA073AU** = **WERA073A**, **WERA073BU** = **WERA073B**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA073SK = 1 then do;  
     WERA073A = .N;  
     WERA073B = .N;  
 end;

.N = (Not Applicable)

27. **WERA074SK, WERA074AU, WERA074BU, WERA074CU, WERA074DU, WERA074EU, WERA074FU, WERA074GU, WERA074HU, WERA074IU, WERA074JU, WERA074KU, WERA074LU, WERA074MU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA074SK** is an indicator of whether **WERA074A, WERA074B, WERA074C, WERA074D, WERA074E, WERA074F, WERA074G, WERA074H, WERA074I, WERA074J, WERA074K, WERA074L, WERA074M** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WERA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((WERA054A = 1 OR WERA054A = 2) OR (WERA054B = 1 OR WERA054B = 2)) OR (WERA054C = 1 OR WERA054C = 2)) OR (WERA054D = 1 OR WERA054D = 2)) OR (WERA054E = 1 OR WERA054E = 2)) OR (WERA054F = 1 OR WERA054F = 2)) OR (WERA054G = 1 OR WERA054G = 2)) OR (WERA054H = 1 OR WERA054H = 2)) OR (WERA054I = 1 OR WERA054I = 2)) OR (WERA054J = 1 OR WERA054J = 2)) OR (WERA054K = 1 OR WERA054K = 2)) OR (WERA054L = 1 OR WERA054L = 2)) OR (WERA054M = 1 OR WERA054M = 2)) OR (WERA054N = 1 OR WERA054N = 2)) OR (WERA054O = 1 OR WERA054O = 2)) OR (WERA054P = 1 OR WERA054P = 2)) OR (WERA054Q = 1 OR WERA054Q = 2)) OR (WERA054R = 1 OR WERA054R = 2))) AND (((((WERA068A = 1 OR WERA068B = 1) OR WERA068C = 1) OR WERA068D = 1) OR WERA068E = 1) AND (((WERA068A <> 2 AND WERA068B <> 2) AND WERA068C <> 2) AND WERA068D <> 2) AND WERA068E <> 2))) then **WERA074SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA074SK = 1 then do;	
WERA074A = .N;	WERA074E = .N;
WERA074B = .N;	WERA074F = .N;
WERA074C = .N;	WERA074G = .N;
WERA074D = .N;	WERA074H = .N;



WERA074I = .N;  
WERA074J = .N;  
WERA074K = .N;  
end;

WERA074L = .N;  
WERA074M = .N;

.N = (Not Applicable)

**28. WERA075SPSK, WERA075SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA075SPSK** is an indicator of whether **WERA075SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If WERA075O > 1 then **WERA075SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA075SPU** = **WERA075SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA075SPSK = 1 then do;  
    WERA075SP = '.N';  
end;

.N = (Not Applicable)

**29. WERA076SK, WERA076U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA076SK** is an indicator of whether **WERA076** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((WERA075A > 1 OR WERA075B > 1) OR WERA075C > 1) OR WERA075D > 1) OR WERA075E > 1) OR WERA075F > 1) OR WERA075G > 1) OR WERA075H > 1) OR WERA075I > 1) OR WERA075J > 1) OR WERA075K > 1) OR WERA075L > 1) OR WERA075M > 1) OR WERA075N > 1) OR WERA075O > 1) then **WERA076SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA076U** = **WERA076**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA076SK = 1 then do;  
    WERA076 = '.N';

end;

If WERA076SK = 2 and WERA076 = 60 then WERA076 = .I;

.N = (Not Applicable)

**30. WERA077SK, WERA077U. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA077SK** is an indicator of whether **WERA077** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((WERA075A > 1 OR WERA075B > 1) OR WERA075C > 1) OR WERA075D > 1) OR WERA075E > 1) OR WERA075F > 1) OR WERA075G > 1) OR WERA075H > 1) OR WERA075I > 1) OR WERA075J > 1) OR WERA075K > 1) OR WERA075L > 1) OR WERA075M > 1) OR WERA075N > 1) OR WERA075O > 1) AND ((WERA076 = 1 OR WERA076 = 2) OR WERA076 = 3)) then **WERA077SK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA077U** = **WERA077**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA077SK = 1 then do;

    WERA077 = .N;

end;

.N = (Not Applicable)

**31. WERA083SPSK, WERA083SPU. The following explains how to create the flag variable -- the codebook page should contain this information:**

"**WERA083SPSK** is an indicator of whether **WERA083SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WERA083A > 3 OR WERA083B > 3) OR WERA083C > 3) then **WERA083SPSK** = 2 (Asked)."

**The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:**

"**WERA083SPU** = **WERA083SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA083SPSK = 1 then do;

    WERA083SP = '.N';

end;

.N = (Not Applicable)

32. **WERA084SPSK, WERA084SPU.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA084SPSK** is an indicator of whether **WERA084SP** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((**WERA084A** > 3 OR **WERA084B** > 3) OR **WERA084C** > 3) then **WERA084SPSK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA084SPU** = **WERA084SP**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If WERA084SPSK = 1 then do;  
    WERA084SP = '.N';  
end;
```

.N = (Not Applicable)

33. Valid values for **WERA091** are capped at 9 times. A value of 0 was not valid and coded as missing. Here is how they are edited:

```
If WERA091 GT 9 then WERA091=9;  
If WERA091 EQ 0 then WERA091=.;
```

34. **WERA091SK, WERA091U, WERA092AU, WERA092BU, WERA092CU, WERA092DU, WERA092EU, WERA092FU, WERA092GU, WERA092HU, WERA092IU, WERA092JU, WERA093U.** The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA091SK** is an indicator of whether **WERA091, WERA092A, WERA092B, WERA092C, WERA092D, WERA092E, WERA092F, WERA092G, WERA092H, WERA092I, WERA092J, WERA093** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If **WERA090** = 2 then **WERA091SK** = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA091U** = **WERA091, WERA092AU** = **WERA092A, WERA092BU** = **WERA092B,**

**WERA092CU = WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F, WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU = WERA092J, WERA093U = WERA093**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA091SK = 1 then do;

WERA091 = .N;  
WERA092A = .N;  
WERA092B = .N;  
WERA092C = .N;  
WERA092D = .N;  
WERA092E = .N;  
WERA092F = .N;  
WERA092G = .N;  
WERA092H = .N;  
WERA092I = .N;  
WERA092J = .N;  
WERA093 = .N;

end;

.N = (Not Applicable)

35. **WERA098SK, WERA098U, WERA099U, WERA100AU, WERA100BU, WERA100CU, WERA100DU, WERA100EU, WERA100FU, WERA100GU**. The following explains how to create the flag variable -- the codebook page should contain this information:

"**WERA098SK** is an indicator of whether **WERA098, WERA099, WERA100A, WERA100B, WERA100C, WERA100D, WERA100E, WERA100F, WERA100G** were or were not to be asked of a respondent and its initial value is 1 (Not asked). If WERA014 GT 5 then **WERA098SK = 2 (Asked)**."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"**WERA098U = WERA098, WERA099U = WERA099, WERA100AU = WERA100A, WERA100BU = WERA100B, WERA100CU = WERA100C, WERA100DU = WERA100D, WERA100EU = WERA100E, WERA100FU = WERA100F, WERA100GU = WERA100G**, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

If WERA098SK = 1 then do;

WERA098 = .N;  
WERA099 = .N;  
WERA100A = .N;  
WERA100B = .N;  
WERA100C = .N;  
WERA100D = .N;  
WERA100E = .N;

```

        WERA100F = .N;
        WERA100G = .N;
    end;
    .N = (Not Applicable)
    If WERA098SK = 2 and WERA098 = 6 then WERA098 = .I;

```

36. **CMTFLG** measures if there is any response in **COMMENT**. If no comment is present, it was coded as 1, if **COMMENT** is not blank then it is coded as 2. Here is how the flag was created:

```

    If COMMENT ne ' ' then CMTFLAG = 2; else CMTFLAG = 1;

```

### 37. **SRRACEA—SRRACEE, SRRETH1**

**The codebook pages for SRRACEA—SRRACEE should note:**

“These items are consistent with the ‘1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ and the 2000 Decennial Census.”

SRRACEA—SRRACEE are codes as “Mark all that apply” items, where 1=Not marked and 2=Marked. SRRACEA indicates whether the “White” response category was marked, SRRACEB indicates whether the “Black or African-American” response category was marked, SRRACEC indicates whether “American Indian or Alaskan Native” was marked, SRRACED indicates whether “Asian” was marked, and SRRACEE indicates whether “Native Hawaiian or other Pacific Islander” was marked. If none are marked, then all of SRRACEA—SRRACEE are assigned “.” (missing); see code below.

```

    If SRRACEA EQ 1 AND SRRACEB EQ 1 AND SRRACEC EQ 1 AND SRRACED EQ
    1 AND SRRACEE EQ 1 THEN DO;
        SRRACEA = .;
        SRRACEB = .;
        SRRACEC = .;
        SRRACED = .;
        SRRACEE = .;

    END;

```

SRRETH1 implements the October 1997 standards for reporting Federal data on race and ethnicity. The codebook page for SRRETH1 should note:

“These racial/ethnic categories are consistent with the 1997 standards for maintaining, collecting, and presenting federal data on race and ethnicity.”

SRRETH1 groups responses to SRRACEA-SRRACEF into racial/ethnic categories including multi-racial combinations. The categories are broken down by whether the respondent indicates Hispanic descent (from variable SRHISPA1). Each description in the “RACIAL CATEGORY” column of the chart is preceded by an H for “Hispanic” If the respondent has a value of 2 for

SRHISPA1, and by a NH for “Non-Hispanic” If SRHISPA1 has a value of 1. The columns to the right of the descriptions show the Hispanic and race /ethnicity codes matching each description. The coding for SRRETH1 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of the SRRACEA-SRRACEF are assigned the corresponding code (1-5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. Non-Hispanics reporting no race code are coded as missing (-9). The “Unassigned categories (coded as 6 and 14), are not populated in this survey, but are used when the additional response option of “Other” for race/ethnicity are included in the question. The categories for Non-Hispanics are similar, except that some racial combinations form their own categories (codes 15-18). The remaining combinations reported by Non-Hispanics are coded as 19.

CODE	RACIAL CATEGORY (SRRETH1)	SRHISPA1	SRRACEA	SRRACEB	SRRACEC	SRRACED	SRRACEE
1	H American Indian or Alaska Native	2	1	1	2	1	1
2	H Asian	2	1	1	1	2	1
3	H Black or African American	2	1	2	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2
5	H White	2	2	1	1	1	1
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-F)				
8	H Unknown race	2	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1
10	NH Asian	1	1	1	1	2	1
11	NH Black or African American	1	1	2	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2
13	NH White	1	2	1	1	1	1
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1
16	NH Asian & White	1	2	1	1	2	1
17	NH Black or African American & White	1	2	2	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)				

### 38. SRRETH1S

**The codebook pages for SRRETH1S should note:**

“These items are consistent with the ‘1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ and the 2000 Decennial Census.”

SRRACEAS—SRRACEES are codes as “Mark all that apply” items, where 1=Not marked and 2=Marked. SRRACEAS indicates whether the “White” response category was marked, SRRACEBS indicates whether the “Black or African-American” response category was marked, SRRACECS indicates whether “American Indian or Alaskan Native” was marked, SRRACEDS indicates whether “Asian” was marked, and SRRACEES indicates whether “Native Hawaiian or other Pacific Islander” was marked. If none are marked, then all of SRRACEAS—SRRACEES are assigned “.” (missing) ; see code below.

If SRRACEAS EQ 1 AND SRRACEBS EQ 1 AND SRRACECS EQ 1 AND SRRACEDS EQ 1 AND SRRACEES EQ 1 THEN DO;

SRRACEAS = .;

SRRACEBS = .;

SRRACECS = .;

SRRACEDS = .;

SRRACEES = .;

END;

CODE	RACIAL CATEGORY (SRRETH1S)	SRHISPAS	SRRACEAS	SRRACEBS	SRRACECS	SRRACEDS	SRRACEES
1	H American Indian or Alaska Native	2	1	1	2	1	1
2	H Asian	2	1	1	1	2	1
3	H Black or African American	2	1	2	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2
5	H White	2	2	1	1	1	1
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-F)				
8	H Unknown race	2	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1
10	NH Asian	1	1	1	1	2	1
11	NH Black or African American	1	1	2	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2
13	NH White	1	2	1	1	1	1
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1
16	NH Asian & White	1	2	1	1	2	1
17	NH Black or African American & White	1	2	2	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-F)				

39. WERA041A — WERA041G are codes as “Mark all that apply” items, where 1=Not marked and 2=Marked. WERA041A indicates whether the “White” response category was marked, WERA041B indicates whether the “Black or African-American” response category was marked,

WERA041C indicates whether “American Indian or Alaskan Native” was marked, WERA041D indicates whether “Asian” was marked, WERA041E indicates whether “Native Hawaiian or other Pacific Islander” was marked., WERA041F indicates whether “Native Spanish/Hispanic/Latino” was marked, and WERA041G indicates whether “Don’t know” was marked. If none are marked, then all of WERA041A — WERA041G are assigned “.” (missing) ; see code below.

```
    If WERA041A EQ 1 AND WERA041B EQ 1 AND WERA041C EQ 1 AND  
    WERA041D EQ 1 AND WERA041E EQ 1 AND WERA041F EQ 1 AND WERA041G  
    EQ 1 THEN DO;
```

```
        WERA041A = .;
```

```
        WERA041B = .;
```

```
        WERA041C = .;
```

```
        WERA041D = .;
```

```
        WERA041E = .;
```

```
        WERA041F = .;
```

```
        WERA041G = .;
```

```
    END;
```

```
run;
```



# **Appendix F**

## **Alphabetical Variable List for the Survey Analysis Files**



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
ACTVD*		Active Duty Date Group	1029
ACTVGRP*		Active DEERS & RCCPDS	1030
ACTVSOC*		DEERS End Condition & Date Activated	1031
ADALE12*		Active SOC during prior 12 months	1034
ADALE12S*		Active SOC during prior 12 months	1035
AD_DATE*		Active Duty Date Status	1032
AD_STR*		Active Duty Strength Accounting Code	1033
AGE*		Member's Age	1036
AGR_SVC*		AGR Service Legal Authority Code	1037
ANCARABFLG*		Arab Ancestry	626
ANCCODE*		Ancestry Code	621-625
ANCMIDEASTFLG*		Middle Eastern Ancestry	627
ANCRELIGFLG*		Religion Affiliation Flag	628
ASSIGN		Assignment and career discrimination	271
BATCH*		DRC Batch Number applied	991
BLKREAS*		Reason Survey Returned Blank	992
CAS_ELIG*		Disposition Codes for CASRO Response Rat	1117
CAS_ELIG2*		Disposition Codes for CASRO Response Rat	1118
CENREGN*		Census Region	1038
CENSUSCTRY*		Census Country Code	993
CENSUSST*		Census State Code	994-995
CENSUSZIP*		Census Zip Code	996
CIVLOC		Tab: Behav in sit occ at civ or mil	286
CMTFLAG		Additional Comment Flag	327
COHESION		Tab: Unit cohesion	261
COHESION1*		Con: Counts number of valid answers Q48	709
COMAFF*		Con: Affective Commitment Scale	640
COMCON*		Con: Cont Commit Scale Q21 EJ	641
COMMITA		Tab: Affective Commit Scale Q21 ABDGHK	236-237
COMMITC		Tab:Cont Comit Scale cnstrctd from Q21EJ	238
COMMITN		Tab: Spouse Pride Commit Scale	239
COMMSUB1*		Comment Code 1	997-998
COMMSUB2*		Comment Code 2	999-1000
COMMSUB3*		Comment Code 3	1001-1002
COMNORM*		Con: Norm Commit Scale Q21CFI	642
COMOFF		Offensive encounters with civilians	316
COMPFLAG*		Questionnaire Complete Flag	1004
COMTHRT		Harm or threat from civ around install	317
CRACE*		Constructed Race Code (CRACE)	1039
CRITFLAG*		Critical Questions Complete Flag	1003
CWORKSAT		Tab: Coworker satisfaction scale	259
CWORKSAT1*		Con: Counts number of valid answers Q44	692
CYOS*		Constructed years of service	1040
CYOS3*		Constructed years of service 3	1041
CYOSL*		Constructed Years of Service - Longevity	1042
CYOSL3*		Constructed years of service L3	1043
CheckAGR*		Check AGR status	931
DARVDATE*		Date Survey Arrived	1005
DENTDATE*		Date Survey Processed	1006
DEPS*		Dependents Quantity	1044
DIV9REGS*		Census Bureau Divisions	917
DODOFF		Offensive encounters in DoD community	269
DODTHRT		Harm or threat from mil/DoD personnel	270
DRSEMLFLG*		DEERS Email Flag	1045
DRSFLAG*		Match to DEERS March 2007	1046

\* Confidential Variable

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VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
DUIC_CTRY*		Unit Location Country Code	1047
DUPRET*		Multiple Returns Flag - Excludes Blanks	1007
DUPRET2*		Multiple Returns Flag - Includes Blanks	1008
EAIAN*		PopFlag: AIAN	985
EASIAN*		PopFlag: Asian	986
EBLACK*		PopFlag: Black	983
EDC_LVL*		Education Level Code	1048
EDOD*		PopFlag: DoD	981
EHISPANIC*		PopFlag: Hispanic	984
ELIGFLGW		PopFlag: All	337
EMINORITY*		PopFlag: Minority	990
EMULTRACE*		PopFlag: Multi Race	988
ENHPI*		PopFlag: NHIPI	987
EOTHER*		PopFlag: Other	989
ETHNIC*		Ethnic Affinity Code	1049
EVAL		Evaluation discrimination	272
EWHITE*		PopFlag: White	982
FEMAREGN*		FEMA Regional Offices	1050
FLAG_FIN*		Final Disposition	1009
FPC*		FINITE POPULATION CORRECTION FACTOR (JK	1119
GENHEAL		Tab: General Health scale	262
GENHEAL1*		Con: Counts valid responses Q49	716
HISP_IM*		Imputed Hispanic code	938
HISP_IMF*		HISP_IM Imputation flag	939
IMPTEMPO		Decrease in desire to stay (Q25&26)	248
INCIDENT		Experience of any bothersome behavior	312
INCWEB*		Incomplete Web Flag	1010
INC_COM		Exper harass/discrim 75/76	314
INC_CS		Experience harass/discrim in civ commu	315
INC_MIL		MMB exp harass/discrim 53/54	268
INC_MS		Member experiences of harassment/discrim	267
INRECNO*		Master SCS ID number	1011
LITHO*		Litho code	1012
MAILTYP*		Mail Type	1013
MARITAL*		Marital Status Code	1051
MILCIV		Tab: Was the org affiliation involved?	287
NRFACTNR00*		Full Sample Nonresponse Adjustmnt Factor	1120
NRWGTNR00*		FULL SAMPLE NONRESPONSE ADJUSTED WEIGHT	1121
NSAMP*		Stratum Sample Count	1052
NSTRAT*		Stratum Population Count	1053
OFFGEN*		Tab: What was the gender of the offender	806
OFFMUL*		Tab: Situation involve multiple offender	807
ORG_CD*		Reserve Organization Code	1054
PCATCD*		Personnel Category Code	1055
PDODOCC*		Primary DoD Occupation Code	1056
PERCD*		Personnel End Reason Code	1057
PHYSHEAL		Tab: Physical Health scale	263
PHYSHEAL1*		Tab: Count valid answers to Q50	721
PNDTHCD*		Person Death Code	1058
PNLECBGN*		Personnel Entitlement Cond Begin Calendr	1059
PNLECEND*		Personnel Entitlement Cond End Calendar	1060
PNLECTYP*		Personnel Entitlement Condition Type Cde	1061
PNLEDDT*		Personnel End Calendar Date	1062
PPLN_GRD*		Pay Plan Grade	1063
PROGRAM*		Reserve Program	1064

\* Confidential Variable

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PUBGROUP*		Public Use File Group 1	1066
PUNISH		Tab: Undue punishment due racial/ethnic	274
Q5354EXP*		MilExp: Experienced circumstances	1014
QCOMPN*		Questions completed count	1015
QCOMPNF*		Questionnaire Complete Number Flag	1016
QCOMP*		Questions Completed Proportion	1017
RACE*		Race Code	1068
RACEETH*		Constructed Race Ethnic	1070
RACE_ETH*		Constructed Race Ethnic	1069
RACE_IM*		Con: Imputed Race code	942
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RANDOM*		Random Number	1071
RCOMPNN*		Military Component	1072
REC_INEL*		Record Ineligible Flag	1018
REFUSE*		Refused	1019
REGION_RES*		Region Code based on HOME_ST State Code	1073
REGION_UIC*		Region Code based on UIC State Code	1074
RELIG*		0703 Eligibility Flag	1075
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RESFLAG*		Reserve file Match Flag (RCCPDS March 07	1076
RETAL		Tab: Types of retaliation experienced	298
RETHC2*		Race Ethnic Category 2	1077
RETHC3*		Race Ethnic Category 3	1078
RETHC4*		Race Ethnic Category 4	1079
RETHPAY2L*		Con: Race by 2 level pay	954
RETHPAY5L*		Con: Race by 5 level pay	956
RETHSVC*		Con: Non-consecutive Race/ethnic by srvc	950-951
RKFACT00*		FULL SAMPLE RAKING ADJUSTMENT FACTOR	1122
RKWGT00		FULL SAMPLE RAKED WEIGHT	338
RMARITAL*		Marital Status	1080
RORG_CD*		Reserve Component	1081
RPAYGRP1*		Pay Group	1082
RPAYGRP2*		Pay Grade Group 2	1083
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RPAYGRP4*		Pay Grade Group 4	1085
RPAYGRP5*		Pay Grade Group 5	1086
RPAYGRP6*		Pay Grade Group 6	1087
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RSERVICE*		Service	1091
RSEX*		Gender	1092
RSEX2*		Constructed gender code	1093
RSVCAT*		Reserve category code	1096
RSVCCCD*		Reserve Component Category Code	1097
RSVFLG*		File Flag	1098
RSV_CATG*		Reserve Category Group Code	1094
RSV_SCAT*		Reserve Subcategory Code	1095
RTITLE*		Technician/AGR ID	1099
R_EDUC2*		Education	1067
R_STRAT*		Final Nonresponse Adjustment Cell	1123
SAMPFLAG*		Sample Flag	1101
SAMPLE*		Creates Total in SAM2 processing	918

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SAMP_WGT*		Sample weight	1100
SCSINEL*		SCSINEL - Reason reported for ineligibil	1021
SERIAL*		DRC Serial Number applied	1022
SOC0605*		Special Operation Code 0605	1102
SOC0606*		Special Operation Code 0606	1103
SOC0607*		Special Operation Code 0607	1104
SOC0608*		Special Operation Code 0608	1105
SOC0609*		Special Operation Code 0609	1106
SOC0610*		Special Operation Code 0610	1107
SOC0611*		Special Operation Code 0611	1108
SOC0612*		Special Operation Code 0612	1109
SOC0701*		Special Operation Code 0701	1110
SOC0702*		Special Operation Code 0702	1111
SOC0703*		Special Operation Code 0703	1112
SOC0704*		Special Operation Code 0704	1113
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SRED1	7.	[7] Education	1
SRGRADE*	3.	[3] Paygrade	344
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WEA081EBR*		Brief: Mil work grp-Procedures public	842
WEA082A*	82a.	[82a] MilPolicy: Know how to report expe	476
WEA082AR		Tab: At mil station-Know how to report	320
WEA082B*	82b.	[82b] MilPolicy: Hotlines publicized	477
WEA082BR		Tab: At mil station-Hotlines publicized	321
WEA083A	83a.	[83a] MilProb: Racist/extrmst orgs/indiv	181
WEA083ABR*		Brief: At mil station extent-Extremists	848
WEA083ABR2*		Brief: At mil station extent-Extremists	851
WEA083B	83b.	[83b] MilPolicy: Hate Crimes	182
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WEA083C	83c.	[83c] MilPolicy: Gangs	183
WEA083CBR*		Brief: At mil station extent-Gang prob	850
WEA083CBR2*		Brief: At mil station extent-Gang prob	853
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WEA086CR*		Tab bar: Racial confront-In duty commun	865
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WEA088B*	88b.	[88b] ReadWeb: Warn interact w/ oth race	483
WEA088BR*		Tab: Reg read lit-Warn of dangers of int	869
WEA088C*	88c.	[88c] ReadWeb: Dangers of diversity	484
WEA088CR*		Tab: Reg read lit-Dangers of diversity	870
WEA088D*	88d.	[88d] ReadWeb: Dangers of tolerance	485
WEA088DR*		Tab: Reg read lit-Dangers of tolerance	871
WEA088R		Tab bar-Agree w.racial/ethnic org ideals	323
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WEA089CR*		Tab: Agree with org-Dangers of diversity	874
WEA089D*	89d.	[89d] AgOrgs: Dangers of tolerance	489
WEA089DR*		Tab: Agree with org-Dangers of tolerance	875
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WEA092AU*		Uned: RcTrain: Good understanding H	597
WEA092B	92b.	[92b] RcTrain: H/D reduces cohesion	195
WEA092BBR*		Brief: NG/R train-Teaches cohesion/effct	877
WEA092BU*		Uned: RcTrain: H/D reduces cohesion	598
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WEA092DU*		Uned: RcTrain: Useful tools for de	600
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WEA092EBR*		Brief: NG/R train-Explains reprting proc	880
WEA092EU*		Uned: RcTrain: Explain report proce	601
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WEA092IBR*		Brief: NG/R train-Info on pols for orgs	884
WEA092IU*		Uned: RcTrain: RC policy partic org	605
WEA092J	92j.	[92j] RcTrain: Promotes religious tolera	203
WEA092JBR*		Brief: NG/R train-Promotes rel tolerance	885
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WEA093	93.	[93] Training effective in reducing bhav	204
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WEA094R2*		Tab: Have you had a civilian job?	887
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WEA095C	95c.	[95c] MilCiv: Fair performance evals	208
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WEA095FBR*		Brief: Opps comp to civ-Fair admin of CJ	894
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WEA095GBR*		Brief: Opps comp to civ-Shw pride in slf	895
WEA095H	95h.	[95h] MilCiv: Chance show pride in race	213
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WEA095I	95i.	[95i] MilCiv: Free from harassment	214
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WEA095JBR*		Brief: Opps comp to civ-Free from discrim	898
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WEA095KBR*		Brief: Opps comp to civ-Free from ext gr	899
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WEA097BBR*		Brief: Last 5 yrs-Amer Ind or AK Natives	901
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WEA097CBR*		Brief: Last 5 yrs-Asian, Nat HI, Pac Is	902
WEA097D	97d.	[97d] OppsNation: Spanish/Hisp/Latino	222
WEA097DBR*		Brief: Last 5 yrs-Spanish/Hispanic/Latino	903
WEA097E	97e.	[97e] OppsNation: Arab Americans	223
WEA097EBR*		Brief: Last 5 yrs-Arab Amer	904
WEA097F	97f.	[97f] OppsNation: Whites	224
WEA097FBR*		Brief: Last 5 yrs-Whites	905
WEA097G	97g.	[97g] OppsNation: Muslims	225
WEA097GBR*		Brief: Last 5 yrs-Muslims	906
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WEA098BR*		Brief: Oft harass/discrim occur lst 5 yrs	908
WEA098SK*		[98] Occurance of harass/discrim in mil	492
WEA098U*		Uned: Occurance of harass/discrim in	608
WEA099	99.	[99] Race relations in military bet/wor	227
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WEA100ABR*		Brief: Opps better in last 5 yrs-Blacks	909
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WEA100B	100b.	[100b] OppsMilitary: AIAN	229
WEA100BBR*		Brief: Opps better in last 5 yrs-AI AN	910
WEA100BU*		Uned: OppsMilitary: AIAN	611
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WEA100CBR*		Brief: Opps better in last 5 yrs-A NH PI	911
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WEA100D	100d.	[100d] OppsMilitary: Spanish/Hisp/Latino	231
WEA100DBR*		Brief: Opp better in last 5 yrs-SpnHspLt	912
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WEA100EBR*		Brief: Opp better in last 5 yrs-ArabAmer	913
WEA100EU*		Uned: OppsMilitary: Arab Americans	614
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XAGR*		Cross: Reserve Program 2 level-AGR/FTS	932
XCGPAY2L*		CG Cross: 2 level paygroup	926
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XCGRETH2L*		CG Cross: Race/ethnicity 2 level	948
XCGRETH3L*		CG Cross: Total minority 3 level	949
XDACT*		DoD Cross: Activation past 12 months	967
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XDDEPLOY*		DoD Cross: Deployment past 12 months	968
XDDEPLOYLOC*		DoD Cross: Deployment loc past 12 mos	971
XDEPLOY*		Cross: Deployed past 12 months	937
XDEPLOYLOC		Deployment to OIF/OEF past 12 months	333
XDMILTECH*		DoD Cross: Miltech	966
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XDPOFDEPLOY*		DoD Cross: Pop Deployed past 12 months	970
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XMILTECH*		Cross: MilTech	934
XMILTECHF*		XMILTECH Imputation flag	935
XPAY2L*		Cross: 2 level paygroup	925
XPAY3L		Cross: Paygrade, 3 level WO &O combined	328
XPAY5L*		Cross: Five level paygroup	922
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XPAY_NW*		Cross: 4 level paygroup; WO missing	927
XPOFACT		Cross:Pop Activated past 12 month	331
XPOFDEPLOY		Cross: Pop Deployed past 12 months	332
XPROG3L*		Cross: Program 3 levels	933
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XREGION_RES*		Cross: Region of the country-res state	929
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XRETH2L*		Cross: Race/ethnicity 2 level	945
XRETH3L*		Cross: Total minority 3 level	946
XRETH7L		Cross: Race/ethnicity 7 level	334
XRETH7L2*		Cross: Race/ethnicity 7 level pairwise	944
XRETHGEN*		Cross: 2 level race by gender	947
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XRETHSVC*		Cross: Race/ethnicity by service	952-953
XSEX		Cross: Gender-Imputed from RSEX	329
XSEXF*		XSEX Imputation flag	928
XSRETH7L		Cross: Spouse Race/Ethnicity 7 Level	335
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YOS*		Military Longevity Pay Service Yr Quant.	1116

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## **Appendix G**

### **Positional Variable List for the Survey Analysis Files**



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WEA009	9.	[9] Miles to mil installation	3
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WEA011	11.	[11] Yrs married/with sig other	5
WEA015	15.	[15] Likely stay in NGR	6
WEA016	16.	[16] Spouses view participation in NGR	7
WEA017	17.	[17] Family view participation in NGR	8
WEA018	18.	[18] Life after entered NGR	9
WEA019	19.	[19] NGR duty after entered NGR	10
WEA020	20.	[20] Satisfied w/ mil way of life	11
WEA021A	21a.	[21a] Commit: Enjoy serving NGR	12
WEA021B	21b.	[21b] Commit: Consistent w/ goal	13
WEA021C	21c.	[21c] Commit: Feel guilty if leave	14
WEA021D	21d.	[21d] Commit: Happy w/ life in NGR	15
WEA021E	21e.	[21e] Commit: Diff leave NGR benefits	16
WEA021F	21f.	[21f] Commit: Obligated to stay	17
WEA021G	21g.	[21g] Commit: Mil values are own	18
WEA021H	21h.	[21h] Commit: Proud to be in NGR	19
WEA021I	21i.	[21i] Commit: Let country down	20
WEA021J	21j.	[21j] Commit: Leave req sacrifice	21
WEA021K	21k.	[21k] Commit: Achieve what I want	22
WEA021L	21l.	[21l] Commit: Intend to leave NGR asap	23
WEA021M	21m.	[21m] Commit: NGR effective in promoting	24
WEA021N	21n.	[21n] Commit: Proud to tell others in NG	25
WEA025	25.	[25] More/less time away than expected	26
WEA026	26.	[26] Time away impact on mil career	27
WEA029	29.	[29] Have a civilian job	28
WEA030	30.	[30] Are you a student	29
WEA031	31.	[31] Activated in past year	30
WEA032	32.	[32] Activation past year 30+ days	31
WEA033	33.	[33] Activations voluntary/invol/both	32
WEA034	34.	[34] Activations result in deployment	33
WEA035	35.	[35] Deployed CONUS or OCONUS	34
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WEA037	37.	[37] Currently deployed	36
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WEA040B	40b.	[40b] MilSup: Ensure persnntl treat fair	38
WEA040C	40c.	[40c] MilSup: Little conflict	39
WEA040D	40d.	[40d] MilSup: Eval work perf fairly	40
WEA040E	40e.	[40e] MilSup: Assigns work fairly	41
WEA040F	40f.	[40f] MilSup: Sat w/ supervision	42
WEA041A	41A.	[41a] Supervisor race: White	43
WEA041B	41B.	[41a] Supervisor race: Black	44
WEA041C	41C.	[41a] Supervisor race: AIAN	45
WEA041D	41D.	[41a] Supervisor race: Asian	46
WEA041E	41E.	[41a] Supervisor race: NHPI	47
WEA041F	41F.	[41a] Supervisor race: Hispanic	48
WEA041G	41G.	[41a] Supervisor race: Don't know	49
WEA042	42.	[42] Mil work environ race uncommon	50
WEA043A	43a.	[43a] MilWkPlc: Know what is expected	51
WEA043B	43b.	[43b] MilWkPlc: Have equip needed	52
WEA043C	43c.	[43c] MilWkPlc: Opp to do best	53
WEA043D	43d.	[43d] MilWkPlc: Rec'd recog/praise	54
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WEA043G	43g.	[43g] MilWkPlc: Opinions count	57
WEA043H	43h.	[43h] MilWkPlc: Mission job imprtnt	58
WEA043I	43i.	[43i] MilWkPlc: Cowrkrs do qual work	59
WEA043J	43j.	[43j] MilWkPlc: Have best friend at work	60
WEA043K	43k.	[43k] MilWkPlc: Talked to about progress	61
WEA043L	43l.	[43l] MilWkPlc: Opps to learn/grow	62
WEA043M	43m.	[43m] MilWkPlc: Opps based on work char	63
WEA043N	43n.	[43n] MilWkPlc: Everyone in grp included	64
WEA043O	43o.	[43o] MilWkPlc: Super fair w/ equality	65
WEA043P	43p.	[43p] MilWkPlc: Emps informed of issues	66
WEA044A	44a.	[44a] MilCowrk: Little conflict	67
WEA044B	44b.	[44b] MilCowrk: Put in req'd effort	68
WEA044C	44c.	[44c] MilCowrk: Work grp gets along	69
WEA044D	44d.	[44d] MilCowrk: Workgrp helps each other	70
WEA044E	44e.	[44e] MilCowrk: Sat w/ relations	71
WEA044F	44f.	[44f] MilCowrk: U put more effort in job	72
WEA045A	45a.	[45a] MilWork: Sense of pride	73
WEA045B	45b.	[45b] MilWork: Good use of skills	74
WEA045C	45c.	[45c] MilWork: Like work you do	75
WEA045D	45d.	[45d] MilWork: Chance aquire skills	76
WEA045E	45e.	[45e] MilWork: Sat w/ job as whole	77
WEA046A	46a.	[46a] MilWork: Your war job	78
WEA046B	46b.	[46b] MilWork: Unit war mission	79
WEA047A	47a.	[47a] Morale: Your level	80
WEA047B	47b.	[47b] Morale: Unit level	81
WEA048A	48a.	[48a] Unit: Care for each other	82
WEA048B	48b.	[48b] Unit: Works well as a team	83
WEA048C	48c.	[48c] Unit: Pull together to do job	84
WEA048D	48d.	[48d] Unit: Trust each other	85
WEA049A	49a.	[49a] Health: As healthy as others	86
WEA049B	49b.	[49b] Health: Sick easier than others	87
WEA049C	49c.	[49c] Health: Expect to get worse	88
WEA049D	49d.	[49d] Health: Excellent	89
WEA050A	50a.	[50a] HlthProb: Less time on work	90
WEA050B	50b.	[50b] HlthProb: Accomplish less	91
WEA050C	50c.	[50c] HlthProb: Limited kind of work	92
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WERA069G	69g.	[69g] Action: Members CoC hostile to you	440
WERA069H	69h.	[69h] Action: Coworkers hostile to you	441
WERA069I	69i.	[69i] Action: No action was taken	442
WERA069J	69j.	[69j] Action: Don't know action taken	443
WERA070A	70a.	[70a] SatReport: Avail info how to file	444
WERA070B	70b.	[70b] SatReport: Avail info to follow up	445
WERA070C	70c.	[70c] SatReport: Treatment by personnel	446
WERA070D	70d.	[70d] SatReport: Time took to resolve	447
WERA070E	70e.	[70e] SatReport: How well kept informed	448
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WEA073A	73a.	[73a] Result of report: Prof retaliation	454
WEA073SK		[73a] Result of report: Prof retal -Skip	455
WEA073B	73b.	[73b] Result of report: Social rtaliatio	456
WEA074A	74a.	[74a] NotReport: Not important enough	457
WEA074SK		[74a] NotReport: Not important enough	458
WEA074B	74b.	[74b] NotReport: Didn't know how	459
WEA074C	74c.	[74c] NotReport: Felt uncomfortable	460
WEA074D	74d.	[74d] NotReport: Took care prob self	461
WEA074E	74e.	[74e] NotReport: Nothing would be done	462
WEA074F	74f.	[74f] NotReport: Not be believed	463
WEA074G	74g.	[74g] NotReport: Too much time/effort	464
WEA074H	74h.	[74h] NotReport: Labeled troublemaker	465
WEA074I	74i.	[74i] NotReport: Make work sit unplsnt	466
WEA074J	74j.	[74j] NotReport: Perf eval/promo suffer	467
WEA074K	74k.	[74k] NotReport: Retaliation from person	468
WEA074L	74l.	[74l] NotReport: Retaliation from CoC	469
WEA074M	74m.	[74m] NotReport: Didn't know identity	470
WEA075SPSK		[75spo] Civ: Experiences reported racial	471
WEA076	76.	[76] Civ: DoD/NGR responsible ro prevent	472
WEA076SK		[76] Civ: DoD/NGR responsible ro prevent	473
WEA077	77.	[77] Responsibility to prevent	474
WEA077SK		[77] Responsibility to prevent	475
WEA082A	82a.	[82a] MilPolicy: Know how to report expe	476
WEA082B	82b.	[82b] MilPolicy: Hotlines publicized	477
WEA083SPSK		[83spo] MilExp: Other specify	478
WEA084SPSK		[84spo] MilExp: Other specify	479
WEA087A	87a.	[87a] Asked: Join extremist org	480
WEA087B	87b.	[87b] Asked: Partic in extremist acts	481
WEA088A	88a.	[88a] ReadWeb: Advocate separation	482
WEA088B	88b.	[88b] ReadWeb: Warn interact w/ oth race	483
WEA088C	88c.	[88c] ReadWeb: Dangers of diversity	484
WEA088D	88d.	[88d] ReadWeb: Dangers of tolerance	485
WEA089A	89a.	[89a] AgOrgs: Advocate separation	486
WEA089B	89b.	[89b] AgOrgs: Warn interact w/ oth races	487
WEA089C	89c.	[89c] AgOrgs: Dangers of diversity	488
WEA089D	89d.	[89d] AgOrgs: Dangers of tolerance	489
WEA091	91.	[91] Times mil training past year	490
WEA091SK		[91] Times mil training past year	491
WEA098SK		[98] Occurance of harass/discrim in mil	492
WEA011U		Uned: Yrs married/with sig other	493
SRHISPASU		Uned: Spouse Ethnicity	494
WEA016U		Uned: Spouses view participation in	495
WEA028U		Uned: Are you a mil tech	496
WEA029U		Uned: Have a civilian job	497
WEA030U		Uned: Are you a student	498
WEA031U		Uned: Activated in past year	499
WEA032U		Uned: Activation past year 30+ days	500
WEA033U		Uned: Activations voluntary/invol/bo	501
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WEA057BU		Uned: OneSit: Threast/vandal/assaul	509
WEA057CU		Uned: OneSit: Discrim in work tasks	510
WEA057DU		Uned: OneSit: Neg eval/no awards	511
WEA057EU		Uned: OneSit: Punishments	512
WEA057FU		Uned: OneSit: Unfair training score	513
WEA057GU		Uned: OneSit: Other ways hurt/bothe	514
WEA058AU		Uned: Extent Situation: Annoying	515
WEA058BU		Uned: Extent Situation: Offensive	516
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WEA062BU		Uned: SitOccurOnBse: Duty hours	524
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WEA063BU		Uned: SitOccur: At civilian job	528
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WEA067AU		Uned: SitResult: Ignore behavior	546
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WEA067EU		Uned: SitResult: Settle self physic	550
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WEA069EU		Uned: Action: Encouraged to drop	564
WEA069FU		Uned: Action: Complaint discounted	565
WEA069GU		Uned: Action: Members CoC hostile t	566
WEA069HU		Uned: Action: Coworkers hostile to	567
WEA069IU		Uned: Action: No action was taken	568
WEA069JU		Uned: Action: Don't know action tak	569
WEA070AU		Uned: SatReport: Avail info how to	570
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WEA092FU		Uned: RcTrain: Info on policies/pro	602
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SRMARSTR		Tab bar chart: Prcnt Married or Seprated	629
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WERA021EBR		Brief: Commit-Diff leave NGR benefits	647
WERA021FBR		Brief: Commit-Obligated to stay	648
WERA021GBR		Brief: Commit-Mil values are own	649
WERA021HBR		Brief: Commit-Proud to be in NGR	650
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WERA021JBR		Brief: Commit: Leave req sacrifice	652
WERA021KBR		Brief: Commit-Achieve what I want	653
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WERA021MBR		Brief: Commit-NGR effective in promotin	655
WERA021NBR		Commit: Proud to tell others in NG	656
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WERA028R		Tab bar: Are you a mil tech	659
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WERA030R		Tab bar: Are you a student?	661
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WERA038AR2		Tab group: DeployOps-Noble Eagle	663
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WERA040ABR		Brief: MilSup-Trust supervisor	668
WERA040BBR		Brief: MilSup-Ensure persnnl treat fair	669
WERA040CBR		Brief: MilSup-Little conflict	670
WERA040DBR		Brief: MilSup-Eval work perf fairly	671
WERA040EBR		Brief: MilSup-Assigns work fairly	672
WERA040FBR		Brief: MilSup-Sat w/ supervision	673
WERA041HB		Con: Supervisor race-More than one race	674–675
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WEA043EBR		Brief: MilWkPlc-Super cares about me	680
WEA043FBR		Brief: MilWkPlc-Pple encrg develop	681
WEA043GBR		Brief: MilWkPlc-Opinions count	682
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WEA043IBR		Brief: MilWkPlc-Cowrkrs do qual work	684
WEA043JBR		Brief: MilWkPlc-Have best friend at wor	685
WEA043KBR		Brief: MilWkPlc-Talked to about progres	686
WEA043LBR		Brief: MilWkPlc-Opps to learn/grow	687
WEA043MBR		Brief: MilWkPlc-Opps based on work char	688
WEA043NBR		Brief: MilWkPlc-Everyone in grp include	689
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CWORKSAT1		Con: Counts number of valid answers Q44	692
WEA044ABR		Brief: MilCowrk-Little conflict	693
WEA044BBR		Brief: MilCowrk-Put in req'd effort	694
WEA044CBR		Brief: MilCowrk-Work grp gets along	695
WEA044DBR		Brief: MilCowrk-Workgrp helps each other	696
WEA044EBR		Brief: MilCowrk: Sat w/ relations	697
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WEA046ABR		Brief: MilWork-Your war job	705
WEA046BBR		Brief: MilWork-Unit war mission	706
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COHESION1		Con: Counts number of valid answers Q48	709
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PHYSHEAL1		Tab: Count valid answers to Q50	721
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WEA052BR		Con: STRESS-unable to control imp things	725
WEA052CR		Con: STRESS-Felt nervous and stressed	726
WEA052DR		Con: STRESS-Confident about your ability	727
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WEA052GR		Con: STRESS-Able to control irritations	730
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WEA052BBR		Brief: WllBng-No control imp things	735
WEA052CBR		Brief: WllBng-Nervous/stressed	736
WEA052DBR		Brief: WllBng-Confident able handle pro	737
WEA052EBR		Brief: WllBng-Things going your way	738
WEA052FBR		Brief: WllBng-Can't cope with thngs to d	739
WEA052GBR		Brief: WllBng-Control irritations	740
WEA052HBR		Brief: WllBng-On top of things	741
WEA052IBR		Brief: WllBng-Angry things out of contr	742
WEA052JBR		Brief: WllBng-Diff piled high no overcom	743
WEA054AR		Tab: MilHpn2u-Rated low on eval	744
WEA054BR		Tab: MilHpn2u-Eval unjust neg comment	745
WEA054CR		Tab: MilHpn2u-Higher perf standard	746
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WEA054HR		Tab: MilHpn2u-Lower grades than deserv	751
WEA054IR		Tab: MilHpn2u-Scores prevent assignmen	752
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WEA054MR		Tab: MilHpn2u-Learn too late of opps	756
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WEA054RR		Tab: MilHpn2u-Other experiences	761
WEA053AR		Con: 0/1 experience-Made unwelcome attmp	762
WEA053BR		Con: 0/1 experience-Told stories or joke	763
WEA053CR		Con: 0/1 experience-Condesending	764
WEA053DR		Con: 0/1 experience-Distributed material	765
WEA053ER		Con: 0/1 experience-Tattoos and clothes	766
WEA053FR		Con: 0/1 experience-Not included social	767
WEA053GR		Con: 0/1 experience-Hostile looks/stares	768
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WEA053IR		Con: 0/1 experience-Remarks about people	770
WEA053JR		Con: 0/1 experience-Other remarks	771
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WEA053LR		Con: 0/1 experience-Threat of rtaliation	773
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WEA053NR		Con: 0/1 experience-Assaulted physically	775
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WEA054GR2		Con: 0/1 experience-No short courses	783
WEA054HR2		Con: 0/1 experience-Received low grades	784
WEA054IR2		Con: 0/1 experience-No mil job b/c score	785
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WEA054NR2		Con: 0/1 experience-No straight answers	790
WEA054OR2		Con: 0/1 experience-Nonjudicial pnshmnt	791
WEA054PR2		Con: 0/1 experience-Others not punished	792
WEA054QR2		Con: 0/1 experience-Excluded by mil peer	793
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WEA056R		Tab: Mil-DoD/RC responsible to prevent	795
WEA058ABR		Brief: To what extent-Annoying	796
WEA058BBR		Brief: To what extent-Offensive	797
WEA058CBR		Brief: To what extent-Disturbing	798
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WEA058EBR		Brief: To what extent-Disillusioning	800
WEA060R		Brief: How long did this situation last	801
WEA063AR		Tab: Behav occur-Deployed	802
WEA063BR		Tab: Behav occur-At civilian job	803
WEA063CR		Tab: Behav occur-At civilian school	804
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WEA068AR		Tab: Report-Someone in your CoC	808
WEA068BR		Tab: Report-Someone in their CoC	809
WEA068CR		Tab: Report-Special military office	810
WEA068DR		Tab: Report-Other with responsibility	811
WEA068ER		Tab: Report-Chap, couns, ombuds, healthc	812
WEA070ABR		Brief: Sat w/ report-Info on how to file	813
WEA070BBR		Brief: Sat w/ report-Info to follow up	814
WEA070DBR		Brief: Sat w/ report-Time to resolve	815
WEA070EBR		Brief: Sat w/ report-Kept informed	816
WEA070FBR		Brief: Sat w/ report-Privacy protected	817
WEA070GBR		Brief: Sat w/ report-Process overall	818
WEA071R		Tab: Was your complaint found to be true	819
WEA071R2		Tab: Is the action still being processed	820
WEA072BR		Brief: Sat with outcome of complaint	821
WEA070CBR		Brief: Sat w/ report-Treat by personnel	822
WEA075AR		Con: 0/1 experience-Made unwelcome	823
WEA075BR		Con: 0/1 experience-Told stories or joke	824
WEA075CR		Con: 0/1 experience-Were condescending	825
WEA075DR		Con: 0/1 experience-Put up or distrubute	826
WEA075ER		Con: 0/1 experience-Displayed tattoos	827
WEA075FR		Con: 0/1 experience-Did not include you	828
WEA075GR		Con: 0/1 experience-Made you feel uncomf	829
WEA075HR		Con: 0/1 experience-Made offensiv remark	830
WEA075IR		Con: 0/1 experience-Made remarks suggest	831
WEA075JR		Con: 0/1 experience-Made other offensive	832
WEA075KR		Con: 0/1 experience-Vandaled your prop	833
WEA075LR		Con: 0/1 experience-Made feel threatened	834
WEA075MR		Con: 0/1 experience-Physicaly threatened	835
WEA075NR		Con: 0/1 experience-Assulted you	836
WEA075OR		Con: 0/1 experience-Other experience	837
WEA081ABR		Brief: Mil work grp-Fell free to report	838
WEA081BBR		Brief: Mil work grp-Cmplnt taken serious	839
WEA081CBR		Brief: Mil work grp-Able get away w/ dis	840
WEA081DBR		Brief: Mil work grp-Policy forbid harass	841

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Variables Constructed for Analysis-Confidential variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WEA081EBR		Brief: Mil work grp-Procedures public	842
WEA080ABR		Brief: Rate relations-In work group	843
WEA080BBR		Brief: Rate relations-At mil station	844
WEA080CBR		Brief: Rate relations-At NG/R component	845
WEA080DBR		Brief: Rate relations-Local community	846
WEA080EBR		Brief: Rate relations-Local mil com	847
WEA083ABR		Brief: At mil station extent-Extremists	848
WEA083BBR		Brief: At mil station extent-Hate crimes	849
WEA083CBR		Brief: At mil station extent-Gang prob	850
WEA083ABR2		Brief: At mil station extent-Extremists	851
WEA083BBR2		Brief: At mil station extent-Hate crimes	852
WEA083CBR2		Brief: At mil station extent-Gang prob	853
WEA084ABR		Brief: At loc com extent-Extremists	854
WEA084BBR		Brief: At loc com extent-Hate crimes	855
WEA084CBR		Brief: At loc com extent-Gangs prob	856
WEA084ABR2		Brief: At loc com extent-Extremists	857
WEA084BBR2		Brief: At loc com extent-Hate crimes	858
WEA084CBR2		Brief: At loc com extent-Gangs prob	859
WEA085ABR		Brief: Extent-Uneasy around dif race/eth	860
WEA085BBR		Brief: Extent-Pressured not to socialize	861
WEA085CBR		Brief: Extent-Feel comfort interacting	862
WEA086AR		Tab bar: Racial confront-On install/ship	863
WEA086BR		Tab bar: Racial confront-In duty commun	864
WEA086CR		Tab bar: Racial confront-In duty commun	865
WEA087AR		Tab: 12 mos asked-Join extremist org	866
WEA087BR		Tab: 12 mos asked-Part extremist act	867
WEA088AR		Tab: Reg read lit-Advocates separ	868
WEA088BR		Tab: Reg read lit-Warn of dangers of int	869
WEA088CR		Tab: Reg read lit-Dangers of diversity	870
WEA088DR		Tab: Reg read lit-Dangers of tolerance	871
WEA089AR		Tab: Agree with org-Advocates racial sep	872
WEA089BR		Tab: Agree with org-Warns danger of intr	873
WEA089CR		Tab: Agree with org-Dangers of diversity	874
WEA089DR		Tab: Agree with org-Dangers of tolerance	875
WEA092ABR		Brief: NG/R train-Undrstnd words/actions	876
WEA092BBR		Brief: NG/R train-Teaches cohesion/effct	877
WEA092CBR		Brief: NG/R train-Identifies behaviors	878
WEA092DBR		Brief: NG/R train-Useful tools dealing	879
WEA092EBR		Brief: NG/R train-Explains reprting proc	880
WEA092FBR		Brief: NG/R train-Safe to complain	881
WEA092GBR		Brief: NG/R train-Prom crssculture aware	882
WEA092HBR		Brief: NG/R train-Info on pol prodecure	883
WEA092IBR		Brief: NG/R train-Info on pols for orgs	884
WEA092JBR		Brief: NG/R train-Promotes rel tolerance	885
WEA094R		Tab: Oft discrim occur in mil or civ wrk	886
WEA094R2		Tab: Have you had a civilian job?	887
WEA094BR		Brief: Oft har/discrim occur at mil/civ	888
WEA095ABR		Brief: Opps comp to civ-Promo opps	889
WEA095BBR		Brief: Opps comp to civ-Pay and benefits	890
WEA095CBR		Brief: Opps comp to civ-Fair perf eval	891
WEA095DBR		Brief: Opps comp to civ-Edu train opp	892
WEA095EBR		Brief: Opps comp to civ-Quality of life	893
WEA095FBR		Brief: Opps comp to civ-Fair admin of CJ	894
WEA095GBR		Brief: Opps comp to civ-Shw pride in slf	895
WEA095HBR		Brief: Opps comp to civ-Shw pride in grp	896

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Variables Constructed for Analysis—Confidential variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
WERA095IBR		Brief: Opps comp to civ-Free from harass	897
WERA095JBR		Brief: Opps comp to civ-Free from discrim	898
WERA095KBR		Brief: Opps comp to civ-Free from ext gr	899
WERA095LBR		Brief: Opps comp to civ-Relations ovrall	900
WERA097BBR		Brief: Last 5 yrs-Amer Ind or AK Natives	901
WERA097CBR		Brief: Last 5 yrs-Asian, Nat HI, Pac Is	902
WERA097DBR		Brief: Last 5 yrs-Spansh/Hispanic/Latino	903
WERA097EBR		Brief: Last 5 yrs-Arab Amer	904
WERA097FBR		Brief: Last 5 yrs-Whites	905
WERA097GBR		Brief: Last 5 yrs-Muslims	906
WERA097ABR		Brief: Last 5 yrs-Blacks or Af Amer	907
WERA098BR		Brief: Oft harass/discrim occur lst 5 yrs	908
WERA100ABR		Brief: Opps better in last 5 yrs-Blacks	909
WERA100BBR		Brief: Opps better in last 5 yrs-AI AN	910
WERA100CBR		Brief: Opps better in last 5 yrs-A NH PI	911
WERA100DBR		Brief: Opp better in last 5 yrs-SpnHspLt	912
WERA100EBR		Brief: Opp better in last 5 yrs-ArabAmer	913
WERA100FBR		Brief: Opp better in last 5 yrs-Whites	914
WERA100GBR		Brief: Opp better in last 5 yrs-Muslims	915
WMNSREGS		Census Bureau Regions-Record data	916
DIV9REGS		Census Bureau Divisions	917
SAMPLE		Creates Total in SAM2 processing	918
XSRVC		Cross: Service branch from RORG_CD	919
XSRVCF		XSRVC Imputation flag	920
XDOD		Cross: DoD vs Coast Guard	921
XPAY5L		Cross: Five level paygroup	922
XPAY5LF		XPAY5L Imputation flag	923
XCGPAY5L		CG Cross: 5 level paygroup	924
XPAY2L		Cross: 2 level paygroup	925
XCGPAY2L		CG Cross: 2 level paygroup	926
XPAY_NW		Cross: 4 level paygroup; WO missing	927
XSEXF		XSEX Imputation flag	928
XREGION_RES		Cross: Region of the country-res state	929
XREGION_UIC		Cross: Region of country-UIC code	930
CheckAGR		Check AGR status	931
XAGR		Cross: Reserve Program 2 level-AGR/FTS	932
XPROG3L		Cross: Program 3 levels	933
XMILTECH		Cross: MilTech	934
XMILTECHF		XMILTECH Imputation flag	935
XACT		Cross: Activated past 12 months	936
XDEPLOY		Cross: Deployed past 12 months	937
HISP_IM		Imputed Hispanic code	938
HISP_IMF		HISP_IM Imputation flag	939
RACE_NI		Flag: Five digit non-imputed race	940
SRRACE1		Self-reported race non-imputed	941
RACE_IM		Con: Imputed Race code	942
RACE_IMF		Flag: Imputed Race code	943
XRETH7L2		Cross: Race/ethnicity 7 level pairwise	944
XRETH2L		Cross: Race/ethnicity 2 level	945
XRETH3L		Cross: Total minority 3 level	946
XRETHGEN		Cross: 2 level race by gender	947
XCGRETH2L		CG Cross: Race/ethnicity 2 level	948
XCGRETH3L		CG Cross: Total minority 3 level	949
RETHSVC		Con: Non-consecutive Race/ethnic by srvc	950-951
XRETHSVC		Cross: Race/ethnicity by service	952-953

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
RETHPAY2L		Con: Race by 2 level pay	954
XRETHPAY2L		Cross: Race by 2 level paygrade	955
RETHPAY5L		Con: Race by 5 level pay	956
XDRETHPAY5LT		Cross: Race/ethnicity by 5 level pygrade	957
XRETHPAY5L		Cross: 7 level race by 5 level pay	958
XDSRVC		DoD Cross: Service	959
XDPA2L		DoD Cross: 2 level paygrade	960
XDPA5L		DoD Cross: 5 level paygrade	961
XDSEX		DoD Cross: Gender	962
XDAGR		DoD Cross: AGR status	963
XDPROGRAM		DoD Cross: Program	964
XDPROG3L		DoD Cross: Program 3 levels	965
XDMILTECH		DoD Cross: Miltech	966
XDACT		DoD Cross: Activation past 12 months	967
XDDEPLOY		DoD Cross: Deployment past 12 months	968
XDPOPACT		DoD Cross: Pop Activated past 12 month	969
XDPOPDEPLOY		DoD Cross: Pop Deployed past 12 months	970
XDDEPLOYLOC		DoD Cross: Deployment loc past 12 mos	971
XDRETH7L		DoD Cross: 7 level race	972
XDRETHPAY2L		DoD Cross: 7 level race by 2 level pay	973
XDPA_NW		DoD Cross: 4 level paygrade - WO removed	974
XDRETH2L		DoD Cross: 2 level race	975
XDRETHGEN		DoD Cross: 2 level race by gender	976
XRETHSEXPAY1		Cross: 7 lvl race by gender by 5 lvl pay	977-978
XRETHSEXPAY2		Cross: 7 lvl race, gender, 5 lvl pay	979-980
EDOD		PopFlag: DoD	981
EWWHITE		PopFlag: White	982
EBLACK		PopFlag: Black	983
EHISPANIC		PopFlag: Hispanic	984
EAIAN		PopFlag: AIAN	985
EASIAN		PopFlag: Asian	986
ENHPI		PopFlag: NHIPI	987
EMULTRACE		PopFlag: Multi Race	988
EOTHER		PopFlag: Other	989
EMINORITY		PopFlag: Minority	990



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
BATCH		DRC Batch Number applied	991
BLKREAS		Reason Survey Returned Blank	992
CENSUSCTRY		Census Country Code	993
CENSUSST		Census State Code	994-995
CENSUSZIP		Census Zip Code	996
COMMSUB1		Comment Code 1	997-998
COMMSUB2		Comment Code 2	999-1000
COMMSUB3		Comment Code 3	1001-1002
CRITFLAG		Critical Questions Complete Flag	1003
COMPFLAG		Questionnaire Complete Flag	1004
DARVDATE		Date Survey Arrived	1005
DENTDATE		Date Survey Processed	1006
DUPRET		Multiple Returns Flag - Excludes Blanks	1007
DUPRET2		Multiple Returns Flag - Includes Blanks	1008
FLAG_FIN		Final Disposition	1009
INCWEB		Incomplete Web Flag	1010
INRECNO		Master SCS ID number	1011
LITHO		Litho code	1012
MAILTYP		Mail Type	1013
Q5354EXP		MilExp: Experienced circumstances	1014
QCOMPN		Questions completed count	1015
QCOMPNF		Questionnaire Complete Number Flag	1016
QCOMP		Questions Completed Proportion	1017
REC_INEL		Record Ineligible Flag	1018
REFUSE		Refused	1019
SAMP_DC		Sample Disposition Code	1020
SCSINEL		SCSINEL - Reason reported for ineligibil	1021
SERIAL		DRC Serial Number applied	1022
SPREFUSE		Self/Proxy-report Refuse	1023
SPRINEL		Self/Proxy-report Ineligible	1024
SSRINEL		Survey Self-Report Ineligible	1025
SURVMAIL		Mailing Number	1026
WBTICKNO		Web Survey Access Code	1027
WEBSTAT		Web Survey Status Code	1028

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
ACTVD		Active Duty Date Group	1029
ACTVGRP		Active DEERS & RCCPDS	1030
ACTVSOC		DEERS End Condition & Date Activated	1031
AD_DATE		Active Duty Date Status	1032
AD_STR		Active Duty Strength Accounting Code	1033
ADALE12		Active SOC during prior 12 months	1034
ADALE12S		Active SOC during prior 12 months	1035
AGE		Member's Age	1036
AGR_SVC		AGR Service Legal Authority Code	1037
CENREGN		Census Region	1038
CRACE		Constructed Race Code (CRACE)	1039
CYOS		Constructed years of service	1040
CYOS3		Constructed years of service 3	1041
CYOSL		Constructed Years of Service - Longevity	1042
CYOSL3		Constructed years of service L3	1043
DEPS		Dependents Quantity	1044
DRSEMLFLG		DEERS Email Flag	1045
DRSFLAG		Match to DEERS March 2007	1046
DUIC_CTRY		Unit Location Country Code	1047
EDC_LVL		Education Level Code	1048
ETHNIC		Ethnic Affinity Code	1049
FEMAREGN		FEMA Regional Offices	1050
MARITAL		Marital Status Code	1051
NSAMP		Stratum Sample Count	1052
NSTRAT		Stratum Population Count	1053
ORG_CD		Reserve Organization Code	1054
PCATCD		Personnel Category Code	1055
PDODOCC		Primary DoD Occupation Code	1056
PERCD		Personnel End Reason Code	1057
PNDTHCD		Person Death Code	1058
PNLECBGN		Personnel Entitlement Cond Begin Calendr	1059
PNLECEND		Personnel Entitlement Cond End Calendar	1060
PNLECTYP		Personnel Entitlement Condition Type Cde	1061
PNLEDDT		Personnel End Calendar Date	1062
PPLN_GRD		Pay Plan Grade	1063
PROGRAM		Reserve Program	1064
PROGRAM1		Reserve Program 1	1065
PUBGROUP		Public Use File Group 1	1066
R_EDUC2		Education	1067
RACE		Race Code	1068
RACE_ETH		Constructed Race Ethnic	1069
RACEETH		Constructed Race Ethnic	1070
RANDOM		Random Number	1071
RCOMPNN		Military Component	1072
REGION_RES		Region Code based on HOME_ST State Code	1073
REGION_UIC		Region Code based on UIC State Code	1074
RELIG		0703 Eligibility Flag	1075
RESFLAG		Reserve file Match Flag (RCCPDS March 07	1076
RETHC2		Race Ethnic Category 2	1077
RETHC3		Race Ethnic Category 3	1078
RETHC4		Race Ethnic Category 4	1079
RMARITAL		Marital Status	1080
RORG_CD		Reserve Component	1081
RPAYGRP1		Pay Group	1082
RPAYGRP2		Pay Grade Group 2	1083

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
RPAYGRP3		Pay Grade Group 3	1084
RPAYGRP4		Pay Grade Group 4	1085
RPAYGRP5		Pay Grade Group 5	1086
RPAYGRP6		Pay Grade Group 6	1087
RPAYGRP7		Pay Grade Group 7	1088
RPROG1		Reserve Program 1	1089
RPROG2		Reserve Program 2	1090
RSERVICE		Service	1091
RSEX		Gender	1092
RSEX2		Constructed gender code	1093
RSV_CATG		Reserve Category Group Code	1094
RSV_SCAT		Reserve Subcategory Code	1095
RSVCAT		Reserve category code	1096
RSVCCCD		Reserve Component Category Code	1097
RSVFLG		File Flag	1098
RTITLE		Technician/AGR ID	1099
SAMP_WGT		Sample weight	1100
SAMPFLAG		Sample Flag	1101
SOC0605		Special Operation Code 0605	1102
SOC0606		Special Operation Code 0606	1103
SOC0607		Special Operation Code 0607	1104
SOC0608		Special Operation Code 0608	1105
SOC0609		Special Operation Code 0609	1106
SOC0610		Special Operation Code 0610	1107
SOC0611		Special Operation Code 0611	1108
SOC0612		Special Operation Code 0612	1109
SOC0701		Special Operation Code 0701	1110
SOC0702		Special Operation Code 0702	1111
SOC0703		Special Operation Code 0703	1112
SOC0704		Special Operation Code 0704	1113
STRAT		Stratum Level	1114
WEBFLAG		Web Only Notification Flag	1115
YOS		Military Longevity Pay Service Yr Quant.	1116

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
CAS_ELIG		Disposition Codes for CASRO Response Rat	1117
CAS_ELIG2		Disposition Codes for CASRO Response Rat	1118
FPC		FINITE POPULATION CORRECTION FACTOR (JK	1119
NRFACTNR00		Full Sample Nonresponse Adjustmnt Factor	1120
NRWGTNR00		FULL SAMPLE NONRESPONSE ADJUSTED WEIGHT	1121
RKFACT00		FULL SAMPLE RAKING ADJUSTMENT FACTOR	1122
R_STRAT		Final Nonresponse Adjustment Cell	1123
STATUS		Final Weighting Status Code	1124
STRATUM		Stratum	1125-1126

# **Appendix H**

## **Frequency and Percentage Distributions for Variables in the Survey Analysis Files**



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

SRED1

What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0001-0002	2	EDU7L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1445	1.7	-9	.	No response
38	0.1	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
157	0.2	1	1	12 years or less of school (no diploma)
2034	2.5	2	2	High school graduate-high school diploma or equivalent (for example, GED)
2570	3.1	3	3	Some college credit, but less than 1 year
5613	6.8	4	4	1 or more years of college, no degree
3074	3.7	5	5	Associate's degree (for example, AA, AS)
7128	8.6	6	6	Bachelor's degree (for example, BA, AB, BS)
4551	5.5	7	7	Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA008                      Have you served on active duty, not as a member of the  
National Guard/Reserve, for a cumulative 24 months or more?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0003-0004	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1463	1.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
10924	13.2	1	1	No
14222	17.1	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA009                      About how many miles would you have to drive, one way, to  
get to the nearest military installation from your  
residence?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0005-0006	2	MILES	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1494	1.8	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6572	7.9	1	1	10 miles or less
5770	6.9	2	2	11 to 20 miles
4840	5.8	3	3	21 to 40 miles
3022	3.6	4	4	41 to 60 miles
2446	2.9	5	5	61 to 100 miles
2462	3.0	6	6	101 miles or more
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

SRMARST                      What is your marital status?   Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0007-0008	2	MARSTAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1499	1.8	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
15244	18.3	1	1	Married
585	0.7	2	2	Separated
2919	3.5	3	3	Divorced
90	0.1	4	4	Widowed
6269	7.5	5	5	Never married
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA011                      How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0009-0010	2	RELDISC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1604	1.9	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
11	0.0	-4	.I	Incomplete grid
5209	6.3	1	1	Does not apply; I am not married and I do not have a girlfriend/boyfriend
1939	2.3	2	2	Less than 1 year
6339	7.6	3	3	1 year to less than 6 years
3225	3.9	4	4	6 years to less than 10 years
8280	10.0	5	5	10 years or more
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA015

Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0011-0012	2	VRYLIKE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1544	1.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1529	1.8	1	1	Very unlikely
1777	2.1	2	2	Unlikely
2513	3.0	3	3	Neither likely nor unlikely
6877	8.3	4	4	Likely
12369	14.9	5	5	Very likely
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA016                      In your opinion, how does your spouse/significant other  
view your participation in the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0013-0014	2	VRYFAVD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
100	0.1	-9	.	No response
6	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13	0.0	-4	.I	Incomplete grid
6827	8.2	-6	.N	Not applicable
899	1.1	1	1	Very unfavorably
1988	2.4	2	2	Somewhat unfavorably
2491	3.0	3	3	Neither favorably nor unfavorably
6491	7.8	4	4	Somewhat favorably
7795	9.4	5	5	Very favorably
83097	100.0	TOTALS		

WEA016U = WEA016, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA016SK = 1 then do; WEA016 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA017                      In your opinion, how does your family view your  
participation in the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0015-0016	2	VRYFAV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1601	1.9	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
706	0.9	1	1	Very unfavorably
1928	2.3	2	2	Somewhat unfavorably
3240	3.9	3	3	Neither favorably nor unfavorably
8772	10.6	4	4	Somewhat favorably
10358	12.5	5	5	Very favorably
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA018                      In general, has your life been better or worse than you  
expected when you first entered the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0017-0018	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1592	1.9	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
327	0.4	1	1	Much worse
1409	1.7	2	2	Worse
7267	8.8	3	3	Neither better nor worse
10832	13.0	4	4	Better
5181	6.2	5	5	Much better
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA019

In general, has your National Guard/Reserve duty been  
better or worse than you expected when you first entered  
the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0019-0020	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1634	2.0	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
669	0.8	1	1	Much worse
2687	3.2	2	2	Worse
7672	9.2	3	3	Neither better nor worse
9817	11.8	4	4	Better
4129	5.0	5	5	Much better
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA020 Overall, how satisfied are you with the military way of  
life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0021-0022	2	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1604	1.9	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
494	0.6	1	1	Very dissatisfied
1865	2.2	2	2	Dissatisfied
3449	4.2	3	3	Neither satisfied nor dissatisfied
13008	15.7	4	4	Satisfied
6188	7.5	5	5	Very satisfied
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021A I enjoy serving in the National Guard/Reserve.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0023-0024	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1859	2.2	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
362	0.4	1	1	Strongly disagree
909	1.1	2	2	Disagree
2337	2.8	3	3	Neither agree nor disagree
11482	13.8	4	4	Agree
9658	11.6	5	5	Strongly agree
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021B                      Serving in the National Guard/Reserve is consistent with my  
personal goals.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0025-0026	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2039	2.5	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
478	0.6	1	1	Strongly disagree
1315	1.6	2	2	Disagree
3378	4.1	3	3	Neither agree nor disagree
11270	13.6	4	4	Agree
8127	9.8	5	5	Strongly agree
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021C I would feel guilty if I left the National Guard/Reserve.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0027-0028	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2044	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2885	3.5	1	1	Strongly disagree
5104	6.1	2	2	Disagree
7330	8.8	3	3	Neither agree nor disagree
5731	6.9	4	4	Agree
3515	4.2	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021D                      Generally, on a day-to-day basis, I am happy with my life  
in the National Guard/Reserve.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0029-0030	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2023	2.4	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
582	0.7	1	1	Strongly disagree
1571	1.9	2	2	Disagree
3992	4.8	3	3	Neither agree nor disagree
12639	15.2	4	4	Agree
5800	7.0	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WEA021E                      It would be difficult for me to leave the National  
Guard/Reserve and give up the benefits that are available.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0031-0032	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1922	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2261	2.7	1	1	Strongly disagree
3941	4.7	2	2	Disagree
5652	6.8	3	3	Neither agree nor disagree
7382	8.9	4	4	Agree
5451	6.6	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021F I would not leave the National Guard/Reserve right now  
because I have a sense of obligation to the people in it.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0033-0034	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1942	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1448	1.7	1	1	Strongly disagree
2845	3.4	2	2	Disagree
5755	6.9	3	3	Neither agree nor disagree
8341	10.0	4	4	Agree
6278	7.6	5	5	Strongly agree
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021G I really feel as if the military's values are my own.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0035-0036	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2066	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
486	0.6	1	1	Strongly disagree
953	1.2	2	2	Disagree
3995	4.8	3	3	Neither agree nor disagree
10983	13.2	4	4	Agree
8127	9.8	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021H                      Generally, on a day-to-day basis, I am proud to be in the  
National Guard/Reserve.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0037-0038	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1894	2.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
223	0.3	1	1	Strongly disagree
408	0.5	2	2	Disagree
1911	2.3	3	3	Neither agree nor disagree
10082	12.1	4	4	Agree
12090	14.6	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WEA021I                      If I left the National Guard/Reserve, I would feel like I  
                                  had let my country down.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0039-0040	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1938	2.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3410	4.1	1	1	Strongly disagree
6163	7.4	2	2	Disagree
6985	8.4	3	3	Neither agree nor disagree
4742	5.7	4	4	Agree
3370	4.1	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021J I continue to serve in the National Guard/Reserve because  
leaving would require considerable sacrifice.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0041-0042	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1947	2.3	-9	.	No response
56487	68.0	-1	.B	No survey return
2974	3.6	1	1	Strongly disagree
6264	7.5	2	2	Disagree
7736	9.3	3	3	Neither agree nor disagree
4959	6.0	4	4	Agree
2730	3.3	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021K                      I feel like being a member of the National Guard/Reserve  
can help me achieve what I want in life.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0043-0044	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1960	2.4	-9	.	No response
56487	68.0	-1	.B	No survey return
912	1.1	1	1	Strongly disagree
1848	2.2	2	2	Disagree
5328	6.4	3	3	Neither agree nor disagree
10762	13.0	4	4	Agree
5800	7.0	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021L I intend to leave the National Guard/Reserve at the next  
available opportunity.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0045-0046	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1976	2.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6355	7.7	1	1	Strongly disagree
7628	9.2	2	2	Disagree
6436	7.8	3	3	Neither agree nor disagree
2496	3.0	4	4	Agree
1717	2.1	5	5	Strongly agree
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? Mark one answer for each statement.

WERA021M                      My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0047-0048	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1959	2.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3673	4.4	1	1	Strongly disagree
4733	5.7	2	2	Disagree
7464	9.0	3	3	Neither agree nor disagree
6960	8.4	4	4	Agree
1820	2.2	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with each of the following  
statements about serving in the National Guard/Reserve? Mark one  
answer for each statement.

WERA021N I am proud to tell others that I am a member of my National  
Guard/Reserve component.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0049-0050	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1926	2.3	-9	.	No response
56487	68.0	-1	.B	No survey return
345	0.4	1	1	Strongly disagree
443	0.5	2	2	Disagree
2741	3.3	3	3	Neither agree nor disagree
9707	11.7	4	4	Agree
11448	13.8	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA025

In the past 12 months, have you spent more or less time  
away from your home than you expected when you first  
entered the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0051-0052	2	MOREXP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1981	2.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1147	1.4	1	1	Much less than expected
2189	2.6	2	2	Less than expected
13457	16.2	3	3	Neither more nor less than expected
4770	5.7	4	4	More than expected
3065	3.7	5	5	Much more than expected
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA026                      What impact has time away (or lack thereof) from your home  
in the past 12 months had on your military career  
intentions?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0053-0054	2	INC_DES	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2052	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
1311	1.6	1	1	Greatly increased your desire to stay
2833	3.4	2	2	Increased your desire to stay
16668	20.1	3	3	Neither increased nor decreased your desire to stay
2842	3.4	4	4	Decreased your desire to stay
904	1.1	5	5	Greatly decreased your desire to stay
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA029                      Do you have a civilian job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0055-0056	2	WE031_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
484	0.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9059	10.9	-6	.N	Not applicable
12853	15.5	1	1	Yes, I currently have a civilian job
772	0.9	2	2	Yes, in the week before my current activation I had a civilian job
3439	4.1	3	3	No
83097	100.0	TOTALS		

WEA029U = WEA029, WEA030U = WEA030, WEA031U = WEA031, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA029SK = 1 then do; WEA029 = .N; WEA030 = .N; WEA031 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA030

Are you a student?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0057-0058	2	WE030_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
484	0.6	-9	.	No response
56487	68.0	-1	.B	No survey return
9059	10.9	-6	.N	Not applicable
3847	4.6	1	1	Yes, I am currently a student
196	0.2	2	2	Yes, in the week before my current activation I was a student
13024	15.7	3	3	No
83097	100.0	TOTALS		

WERA029U = WERA029, WERA030U = WERA030, WERA031U = WERA031, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA029SK = 1 then do; WERA029 = .N; WERA030 = .N; WERA031 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA031                      Have you been activated in the past 12 months? This includes activations that started more than 12 months ago and continued into the past 12 months.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0059-0060	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
123	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
9059	10.9	-6	.N	Not applicable
13736	16.5	1	1	No
3692	4.4	2	2	Yes
83097	100.0	TOTALS		

WEA029U = WERA029, WERA030U = WERA030, WERA031U = WERA031, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA029SK = 1 then do; WERA029 = .N; WERA030 = .N; WERA031 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA032                      Was at least one of your activations in the past 12 months  
longer than 30 consecutive days?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0061-0062	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
22918	27.6	-6	.N	Not applicable
499	0.6	1	1	No
3182	3.8	2	2	Yes
83097	100.0	TOTALS		

WEA032U = WEA032, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA032SK = 1 then do; WEA032 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA033                      In the past 12 months, have your activation(s) for more  
than 30 consecutive days been voluntary, involuntary, or  
both?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0063-0064	2	VOL_INV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5	0.0	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
23428	28.2	-6	.N	Not applicable
1608	1.9	1	1	Voluntary
942	1.1	2	2	Involuntary
622	0.8	3	3	Both
83097	100.0	TOTALS		

WEA033U = WEA033, WEA034U = WEA034, but are unedited for forward coding  
of non-applicable or missing response values. Here is how they are edited: If  
WEA033SK = 1 then do; WEA033 = .N; WEA034 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA034 Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0065-0066	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
23428	28.2	-6	.N	Not applicable
847	1.0	1	1	No
2325	2.8	2	2	Yes
83097	100.0	TOTALS		

WEA033U = WEA033, WEA034U = WEA034, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA033SK = 1 then do; WEA033 = .N; WEA034 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA035                      In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0067-0068	2	CONUSB	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9	0.0	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
24285	29.2	-6	.N	Not applicable
373	0.5	1	1	CONUS
1422	1.7	2	2	OCONUS
517	0.6	3	3	Both
83097	100.0	TOTALS		

WEA035U = WEA035, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA035SK = 1 then do; WEA035 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA036                      Are you currently activated?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0069-0070	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
22918	27.6	-6	.N	Not applicable
2644	3.2	1	1	No
1022	1.2	2	2	Yes
83097	100.0	TOTALS		

WERA036U = WERA036, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA036SK = 1 then do; WERA036 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA037 Are you currently deployed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0071-0072	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
57	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
19031	22.9	-6	.N	Not applicable
6055	7.3	1	1	No
1467	1.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA037U = WEA037, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA037SK = 1 then do; WEA037 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your immediate supervisor at your military job? Mark one answer for  
each statement.

WEA040A                      You trust your supervisor.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0073-0074	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2228	2.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1092	1.3	1	1	Strongly disagree
1500	1.8	2	2	Disagree
3815	4.6	3	3	Neither agree nor disagree
10198	12.3	4	4	Agree
7774	9.4	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Mark one answer for each statement.

WERA040B                      Your supervisor ensures that all assigned personnel are treated fairly.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0075-0076	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2291	2.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1116	1.3	1	1	Strongly disagree
1664	2.0	2	2	Disagree
4154	5.0	3	3	Neither agree nor disagree
9882	11.9	4	4	Agree
7502	9.0	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Mark one answer for each statement.

WERA040C                      There is very little conflict between your supervisor and the people who report to him/her.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0077-0078	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2261	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
1028	1.2	1	1	Strongly disagree
2133	2.6	2	2	Disagree
4713	5.7	3	3	Neither agree nor disagree
9894	11.9	4	4	Agree
6581	7.9	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your immediate supervisor at your military job? Mark one answer for  
each statement.

WERA040D Your supervisor evaluates your work performance fairly.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0079-0080	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2267	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
877	1.1	1	1	Strongly disagree
1279	1.5	2	2	Disagree
4599	5.5	3	3	Neither agree nor disagree
10245	12.3	4	4	Agree
7343	8.8	5	5	Strongly agree
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Mark one answer for each statement.

WERA040E Your supervisor assigns work fairly in your work group.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0081-0082	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2303	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
914	1.1	1	1	Strongly disagree
1461	1.8	2	2	Disagree
4780	5.8	3	3	Neither agree nor disagree
10142	12.2	4	4	Agree
7010	8.4	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Mark one answer for each statement.

WERA040F                      You are satisfied with the direction/supervision you receive.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0083-0084	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2268	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
1479	1.8	1	1	Strongly disagree
1970	2.4	2	2	Disagree
4374	5.3	3	3	Neither agree nor disagree
9568	11.5	4	4	Agree
6951	8.4	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in  
your current military work group? Mark one or more to describe  
his/her race/ethnicity.

WERA041A White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
7324	8.8	1	1	Not marked
16963	20.4	2	2	Marked
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in  
your current military work group? Mark one or more to describe  
his/her race/ethnicity.

WERA041B Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
21116	25.4	1	1	Not marked
3171	3.8	2	2	Marked
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in  
your current military work group? Mark one or more to describe  
his/her race/ethnicity.

WERA041C American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
24129	29.0	1	1	Not marked
158	0.2	2	2	Marked
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

WERA041D Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
23089	27.8	1	1	Not marked
1198	1.4	2	2	Marked
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

WEA041E Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
23693	28.5	1	1	Not marked
594	0.7	2	2	Marked
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in  
your current military work group? Mark one or more to describe  
his/her race/ethnicity.

WERA041F Spanish/Hispanic/Latino

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
22304	26.8	1	1	Not marked
1983	2.4	2	2	Marked
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

What is the race/ethnic background of your immediate supervisor in  
your current military work group? Mark one or more to describe  
his/her race/ethnicity.

WERA041G Don't know

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
22990	27.7	1	1	Not marked
1297	1.6	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA042                      Are you currently in a military work environment where  
members of your racial/ethnic background are uncommon?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0085-0086	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2303	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
17661	21.3	1	1	No
6646	8.0	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043A I know what is expected of me at work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0087-0088	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2524	3.0	-9	.	No response
56487	68.0	-1	.B	No survey return
313	0.4	1	1	Strongly disagree
903	1.1	2	2	Disagree
1976	2.4	3	3	Neither agree nor disagree
11610	14.0	4	4	Agree
9284	11.2	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043B I have the materials and equipment I need to do my work  
right.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0089-0090	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2611	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1051	1.3	1	1	Strongly disagree
2917	3.5	2	2	Disagree
3599	4.3	3	3	Neither agree nor disagree
10694	12.9	4	4	Agree
5736	6.9	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043C                      At work, I have the opportunity to do what I do best every  
duty day.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0091-0092	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2624	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
957	1.2	1	1	Strongly disagree
2652	3.2	2	2	Disagree
4383	5.3	3	3	Neither agree nor disagree
10043	12.1	4	4	Agree
5951	7.2	5	5	Strongly agree
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043D In the last 7 duty days, I have received recognition or  
praise for doing good work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0093-0094	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2600	3.1	-9	.	No response
56487	68.0	-1	.B	No survey return
2101	2.5	1	1	Strongly disagree
3985	4.8	2	2	Disagree
6718	8.1	3	3	Neither agree nor disagree
7396	8.9	4	4	Agree
3810	4.6	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043E                      My supervisor, or someone at work, seems to care about me  
as a person.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0095-0096	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2604	3.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
859	1.0	1	1	Strongly disagree
1132	1.4	2	2	Disagree
4463	5.4	3	3	Neither agree nor disagree
10990	13.2	4	4	Agree
6561	7.9	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043F                      There is someone at work who encourages my development.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0097-0098	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2585	3.1	-9	.	No response
56487	68.0	-1	.B	No survey return
879	1.1	1	1	Strongly disagree
1891	2.3	2	2	Disagree
4717	5.7	3	3	Neither agree nor disagree
10613	12.8	4	4	Agree
5925	7.1	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043G                      At work, my opinions seem to count.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0099-0100	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2658	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1098	1.3	1	1	Strongly disagree
1858	2.2	2	2	Disagree
4778	5.8	3	3	Neither agree nor disagree
10671	12.8	4	4	Agree
5547	6.7	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043H                      The mission/purpose of my National Guard/Reserve component  
makes me feel my job is important.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0101-0102	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2637	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
871	1.1	1	1	Strongly disagree
1305	1.6	2	2	Disagree
4212	5.1	3	3	Neither agree nor disagree
10781	13.0	4	4	Agree
6804	8.2	5	5	Strongly agree
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043I My coworkers are committed to doing quality work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0103-0104	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2653	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
544	0.7	1	1	Strongly disagree
1215	1.5	2	2	Disagree
4443	5.4	3	3	Neither agree nor disagree
11809	14.2	4	4	Agree
5945	7.2	5	5	Strongly agree
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043J I have a best friend at work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0105-0106	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2776	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1965	2.4	1	1	Strongly disagree
4502	5.4	2	2	Disagree
8012	9.6	3	3	Neither agree nor disagree
6068	7.3	4	4	Agree
3286	4.0	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043K                      In the last 6 months, someone at work has talked to me  
about my progress.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0107-0108	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2569	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1381	1.7	1	1	Strongly disagree
3052	3.7	2	2	Disagree
4547	5.5	3	3	Neither agree nor disagree
10185	12.3	4	4	Agree
4874	5.9	5	5	Strongly agree
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043L                      This last year, I have had opportunities at work to learn  
and to grow.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0109-0110	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2611	3.1	-9	.	No response
56487	68.0	-1	.B	No survey return
982	1.2	1	1	Strongly disagree
1732	2.1	2	2	Disagree
3802	4.6	3	3	Neither agree nor disagree
11242	13.5	4	4	Agree
6241	7.5	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043M                      At my workplace, a person's job opportunities and  
promotions are based only on work-related characteristics.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0111-0112	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2602	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2401	2.9	1	1	Strongly disagree
4099	4.9	2	2	Disagree
7667	9.2	3	3	Neither agree nor disagree
6984	8.4	4	4	Agree
2855	3.4	5	5	Strongly agree
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043N                      My supervisor helps everyone in my work group feel  
included.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0113-0114	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2641	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1232	1.5	1	1	Strongly disagree
1893	2.3	2	2	Disagree
5803	7.0	3	3	Neither agree nor disagree
10412	12.5	4	4	Agree
4629	5.6	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA0430 I trust my supervisor to deal fairly with issues of equal  
treatment at my workplace.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0115-0116	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2636	3.2	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1269	1.5	1	1	Strongly disagree
1596	1.9	2	2	Disagree
4398	5.3	3	3	Neither agree nor disagree
10669	12.8	4	4	Agree
6040	7.3	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your military workplace? Mark one answer for each statement.

WERA043P                      At my workplace, all employees are kept well informed about  
issues and decisions that affect them.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0117-0118	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2617	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1870	2.3	1	1	Strongly disagree
2805	3.4	2	2	Disagree
5005	6.0	3	3	Neither agree nor disagree
9733	11.7	4	4	Agree
4580	5.5	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.

WERA044A                      There is very little conflict among your coworkers.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0119-0120	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2598	3.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
832	1.0	1	1	Strongly disagree
2702	3.3	2	2	Disagree
5312	6.4	3	3	Neither agree nor disagree
11237	13.5	4	4	Agree
3928	4.7	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.

WERA044B Your coworkers put in the effort required for their jobs.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0121-0122	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2760	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
477	0.6	1	1	Strongly disagree
1613	1.9	2	2	Disagree
4445	5.4	3	3	Neither agree nor disagree
12906	15.5	4	4	Agree
4408	5.3	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.

WERA044C                      The people in your work group tend to get along.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0123-0124	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2704	3.3	-9	.	No response
56487	68.0	-1	.B	No survey return
318	0.4	1	1	Strongly disagree
979	1.2	2	2	Disagree
3527	4.2	3	3	Neither agree nor disagree
14007	16.9	4	4	Agree
5075	6.1	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.

WERA044D                      The people in your work group are willing to help each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0125-0126	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2644	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
372	0.5	1	1	Strongly disagree
892	1.1	2	2	Disagree
3574	4.3	3	3	Neither agree nor disagree
13384	16.1	4	4	Agree
5744	6.9	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.

WERA044E                      You are satisfied with the relationships you have with your coworkers.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0127-0128	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2623	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
416	0.5	1	1	Strongly disagree
988	1.2	2	2	Disagree
3787	4.6	3	3	Neither agree nor disagree
13230	15.9	4	4	Agree
5566	6.7	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the people you work with at your military workplace? Mark one answer for each statement.

WERA044F                      You put more effort into your job than your coworkers do.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0129-0130	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2615	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
407	0.5	1	1	Strongly disagree
2256	2.7	2	2	Disagree
11929	14.4	3	3	Neither agree nor disagree
6351	7.6	4	4	Agree
3051	3.7	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement.

WERA045A Your work provides you with a sense of pride.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0131-0132	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2629	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
421	0.5	1	1	Strongly disagree
953	1.2	2	2	Disagree
3231	3.9	3	3	Neither agree nor disagree
11498	13.8	4	4	Agree
7878	9.5	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement.

WERA045B Your work makes good use of your skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0133-0134	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2688	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1028	1.2	1	1	Strongly disagree
2070	2.5	2	2	Disagree
3935	4.7	3	3	Neither agree nor disagree
10722	12.9	4	4	Agree
6167	7.4	5	5	Strongly agree
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement.

WERA045C                      You like the kind of work you do.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0135-0136	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2709	3.3	-9	.	No response
56487	68.0	-1	.B	No survey return
706	0.9	1	1	Strongly disagree
1340	1.6	2	2	Disagree
3829	4.6	3	3	Neither agree nor disagree
10771	13.0	4	4	Agree
7255	8.7	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement.

WERA045D Your job gives you the chance to acquire valuable skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0137-0138	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2653	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
822	1.0	1	1	Strongly disagree
1620	2.0	2	2	Disagree
4125	5.0	3	3	Neither agree nor disagree
10710	12.9	4	4	Agree
6680	8.0	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about the work you do at your military workplace? Mark one answer for each statement.

WERA045E                      You are satisfied with your job as a whole.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0139-0140	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2657	3.2	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
877	1.1	1	1	Strongly disagree
1695	2.0	2	2	Disagree
3981	4.8	3	3	Neither agree nor disagree
11063	13.3	4	4	Agree
6335	7.6	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Overall, how well prepared . . . Mark one answer for each item.

WERA046A Are you to perform your wartime job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0141-0142	2	WLLPREP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2687	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
593	0.7	1	1	Very poorly prepared
1306	1.6	2	2	Poorly prepared
5154	6.2	3	3	Neither well nor poorly prepared
11083	13.3	4	4	Well prepared
5787	7.0	5	5	Very well prepared
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Overall, how well prepared . . . Mark one answer for each item.

WERA046B Is your unit to perform its wartime mission?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0143-0144	2	WLLPREP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2673	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
723	0.9	1	1	Very poorly prepared
1572	1.9	2	2	Poorly prepared
6006	7.2	3	3	Neither well nor poorly prepared
10522	12.7	4	4	Well prepared
5114	6.2	5	5	Very well prepared
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How would you rate . . . Mark one answer for each item.

WERA047A Your current level of morale?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0145-0146	2	VRYHIGH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2895	3.5	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1131	1.4	1	1	Very low
1922	2.3	2	2	Low
7399	8.9	3	3	Moderate
8636	10.4	4	4	High
4624	5.6	5	5	Very high
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How would you rate . . . Mark one answer for each item.

WERA047B The current level of morale in your unit?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0147-0148	2	VRYHIGH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2748	3.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1030	1.2	1	1	Very low
2467	3.0	2	2	Low
9657	11.6	3	3	Moderate
7916	9.5	4	4	High
2790	3.4	5	5	Very high
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your National Guard/Reserve unit? Mark one answer for each  
statement.

WERA048A                      Members in your unit really care about each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0149-0150	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2648	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
463	0.6	1	1	Strongly disagree
1338	1.6	2	2	Disagree
5872	7.1	3	3	Neither agree nor disagree
12076	14.5	4	4	Agree
4213	5.1	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your National Guard/Reserve unit? Mark one answer for each  
statement.

WEAR048B                      Members in your unit work well as a team.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0151-0152	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2662	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
335	0.4	1	1	Strongly disagree
990	1.2	2	2	Disagree
4341	5.2	3	3	Neither agree nor disagree
13351	16.1	4	4	Agree
4931	5.9	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your National Guard/Reserve unit? Mark one answer for each  
statement.

WERA048C                      Members in your unit pull together to get the job done.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0153-0154	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2653	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
273	0.3	1	1	Strongly disagree
717	0.9	2	2	Disagree
3436	4.1	3	3	Neither agree nor disagree
13364	16.1	4	4	Agree
6166	7.4	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much do you agree or disagree with the following statements about  
your National Guard/Reserve unit? Mark one answer for each  
statement.

WERA048D                      Members in your unit trust each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0155-0156	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2660	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
682	0.8	1	1	Strongly disagree
1721	2.1	2	2	Disagree
6739	8.1	3	3	Neither agree nor disagree
10793	13.0	4	4	Agree
4015	4.8	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How true or false is each of the following statements for you? Mark one answer for each statement.

WERA049A I am as healthy as anybody I know.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0157-0158	2	T_F4L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2680	3.2	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
548	0.7	1	1	Definitely false
1717	2.1	2	2	Mostly false
13895	16.7	3	3	Mostly true
7765	9.3	4	4	Definitely true
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How true or false is each of the following statements for you? Mark one answer for each statement.

WERA049B I seem to get sick a little easier than other people.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0159-0160	2	T_F4L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2779	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13534	16.3	1	1	Definitely false
8477	10.2	2	2	Mostly false
1487	1.8	3	3	Mostly true
332	0.4	4	4	Definitely true
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How true or false is each of the following statements for you? Mark one answer for each statement.

WERA049C I expect my health to get worse.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0161-0162	2	T_F4L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2719	3.3	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13965	16.8	1	1	Definitely false
7627	9.2	2	2	Mostly false
1878	2.3	3	3	Mostly true
417	0.5	4	4	Definitely true
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How true or false is each of the following statements for you? Mark one answer for each statement.

WERA049D My health is excellent.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0163-0164	2	T_F4L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2702	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
688	0.8	1	1	Definitely false
1743	2.1	2	2	Mostly false
13367	16.1	3	3	Mostly true
8109	9.8	4	4	Definitely true
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Mark one answer for each item.

WERA050A                      Cut down on the amount of time you spent on work or other activities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0165-0166	2	FRQTIME	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2958	3.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
17750	21.4	1	1	Little or none of the time
4392	5.3	2	2	Some of the time
1170	1.4	3	3	A good bit of the time
339	0.4	4	4	All or most of the time
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Mark one answer for each item.

WERA050B Accomplished less than you would like

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0167-0168	2	FRQTIME	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3019	3.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
16156	19.4	1	1	Little or none of the time
5482	6.6	2	2	Some of the time
1469	1.8	3	3	A good bit of the time
483	0.6	4	4	All or most of the time
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Mark one answer for each item.

WERA050C Were limited in the kind of work or other activities you do

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0169-0170	2	FRQTIME	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3035	3.7	-9	.	No response
56487	68.0	-1	.B	No survey return
16853	20.3	1	1	Little or none of the time
4808	5.8	2	2	Some of the time
1427	1.7	3	3	A good bit of the time
487	0.6	4	4	All or most of the time
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Mark one answer for each item.

WERA050D Had difficulty performing the work or other activities you do (for example, it took extra effort)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0171-0172	2	FRQTIME	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3021	3.6	-9	.	No response
56487	68.0	-1	.B	No survey return
17832	21.5	1	1	Little or none of the time
4222	5.1	2	2	Some of the time
1136	1.4	3	3	A good bit of the time
399	0.5	4	4	All or most of the time
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Overall, how would you rate . . . Mark one answer for each item.

WERA051A The current level of stress in your military life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0173-0174	2	LSSUSL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2889	3.5	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2293	2.8	1	1	Much less than usual
3327	4.0	2	2	Less than usual
10992	13.2	3	3	About the same as usual
5356	6.5	4	4	More than usual
1750	2.1	5	5	Much more than usual
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Overall, how would you rate . . . Mark one answer for each item.

WERA051B The current level of stress in your personal life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0175-0176	2	LSSUSL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2884	3.5	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1989	2.4	1	1	Much less than usual
3012	3.6	2	2	Less than usual
10355	12.5	3	3	About the same as usual
6080	7.3	4	4	More than usual
2288	2.8	5	5	Much more than usual
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052A                      Been upset because of something that happened unexpectedly?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0177-0178	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3071	3.7	-9	.	No response
56487	68.0	-1	.B	No survey return
2296	2.8	1	1	Never
6996	8.4	2	2	Almost never
11207	13.5	3	3	Sometimes
2158	2.6	4	4	Fairly often
882	1.1	5	5	Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052B                      Felt that you were unable to control the important things  
in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0179-0180	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3140	3.8	-9	.	No response
56487	68.0	-1	.B	No survey return
4232	5.1	1	1	Never
8525	10.3	2	2	Almost never
7690	9.3	3	3	Sometimes
2077	2.5	4	4	Fairly often
946	1.1	5	5	Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052C Felt nervous and stressed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0181-0182	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3204	3.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2527	3.0	1	1	Never
6716	8.1	2	2	Almost never
10281	12.4	3	3	Sometimes
2731	3.3	4	4	Fairly often
1150	1.4	5	5	Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052D Felt confident about your ability to handle your personal problems?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0183-0184	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3221	3.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
795	1.0	1	1	Never
1582	1.9	2	2	Almost never
4683	5.6	3	3	Sometimes
8616	10.4	4	4	Fairly often
7712	9.3	5	5	Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052E Felt that things were going your way?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0185-0186	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3267	3.9	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
660	0.8	1	1	Never
1928	2.3	2	2	Almost never
8812	10.6	3	3	Sometimes
8882	10.7	4	4	Fairly often
3057	3.7	5	5	Very often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052F Found that you could not cope with all of the things you  
had to do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0187-0188	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3120	3.8	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6896	8.3	1	1	Never
8790	10.6	2	2	Almost never
5977	7.2	3	3	Sometimes
1308	1.6	4	4	Fairly often
515	0.6	5	5	Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052G                      Been able to control irritations in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0189-0190	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3223	3.9	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
960	1.2	1	1	Never
2064	2.5	2	2	Almost never
6572	7.9	3	3	Sometimes
9162	11.0	4	4	Fairly often
4627	5.6	5	5	Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052H Felt that you were on top of things?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0191-0192	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3269	3.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
434	0.5	1	1	Never
1320	1.6	2	2	Almost never
6746	8.1	3	3	Sometimes
10373	12.5	4	4	Fairly often
4467	5.4	5	5	Very often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052I                      Been angered because of things that were outside of your control?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0193-0194	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3137	3.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2692	3.2	1	1	Never
7050	8.5	2	2	Almost never
10239	12.3	3	3	Sometimes
2515	3.0	4	4	Fairly often
976	1.2	5	5	Very often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the past month, how often have you . . . Mark one answer for each item.

WERA052J Felt difficulties were piling up so high that you could not overcome them?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0195-0196	2	NVRVOFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3150	3.8	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6447	7.8	1	1	Never
8939	10.8	2	2	Almost never
6303	7.6	3	3	Sometimes
1225	1.5	4	4	Fairly often
543	0.7	5	5	Very often
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053A                      Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0197-0198	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3531	4.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19365	23.3	1	1	Never
2357	2.8	2	2	Once or twice
1079	1.3	3	3	Sometimes
276	0.3	4	4	Often
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053B Told stories or jokes which were racist or depicted your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0199-0200	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3575	4.3	-9	.	No response
56487	68.0	-1	.B	No survey return
17743	21.4	1	1	Never
3477	4.2	2	2	Once or twice
1431	1.7	3	3	Sometimes
384	0.5	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053C Were condescending to you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0201-0202	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3630	4.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19280	23.2	1	1	Never
2167	2.6	2	2	Once or twice
1224	1.5	3	3	Sometimes
308	0.4	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053D Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0203-0204	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3638	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21570	26.0	1	1	Never
860	1.0	2	2	Once or twice
427	0.5	3	3	Sometimes
113	0.1	4	4	Often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053E                      Displayed tattoos or wore distinctive clothes which were racist?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0205-0206	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3640	4.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21809	26.3	1	1	Never
756	0.9	2	2	Once or twice
332	0.4	3	3	Sometimes
72	0.1	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053F Did not include you in social activities because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0207-0208	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3642	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20990	25.3	1	1	Never
1123	1.4	2	2	Once or twice
658	0.8	3	3	Sometimes
197	0.2	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053G                      Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0209-0210	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3662	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20717	24.9	1	1	Never
1385	1.7	2	2	Once or twice
637	0.8	3	3	Sometimes
207	0.3	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053H                      Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0211-0212	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3674	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
21308	25.6	1	1	Never
1062	1.3	2	2	Once or twice
449	0.5	3	3	Sometimes
117	0.1	4	4	Often
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053I                      Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0213-0214	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3675	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
21166	25.5	1	1	Never
1098	1.3	2	2	Once or twice
526	0.6	3	3	Sometimes
145	0.2	4	4	Often
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053J                      Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name) ?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0215-0216	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3706	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
20974	25.2	1	1	Never
1290	1.6	2	2	Once or twice
498	0.6	3	3	Sometimes
142	0.2	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053K Vandalized your property because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0217-0218	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3687	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
22456	27.0	1	1	Never
263	0.3	2	2	Once or twice
167	0.2	3	3	Sometimes
37	0.0	4	4	Often
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053L                      Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0219-0220	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3622	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
22228	26.8	1	1	Never
410	0.5	2	2	Once or twice
253	0.3	3	3	Sometimes
97	0.1	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053M                      Physically threatened or intimidated you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0221-0222	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3629	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
22387	26.9	1	1	Never
311	0.4	2	2	Once or twice
223	0.3	3	3	Sometimes
60	0.1	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA053N Assaulted you physically because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0223-0224	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3651	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
22589	27.2	1	1	Never
173	0.2	2	2	Once or twice
163	0.2	3	3	Sometimes
34	0.0	4	4	Often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in circumstances where you thought Military Personnel (Active Duty or National Guard/Reserve) - on- or off-duty - on- or off-installation; and/or DoD/DHS Civilian Employees and/or Contractors - In your military workplace or on your installation/ship . . . Mark one answer for each item.

WERA0530 Other race/ethnic-related experiences?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0225-0226	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3756	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
21334	25.7	1	1	Never
886	1.1	2	2	Once or twice
487	0.6	3	3	Sometimes
147	0.2	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054A                      You were rated lower than you deserved on your last  
military evaluation.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0227-0228	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3783	4.6	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
726	0.9	1	1	Yes, and my race/ethnicity was a factor
2163	2.6	2	2	Yes, but my race/ethnicity was NOT a factor
19934	24.0	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WEA054B                      Your last military evaluation contained unjustified  
negative comments.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0229-0230	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3906	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
415	0.5	1	1	Yes, and my race/ethnicity was a factor
968	1.2	2	2	Yes, but my race/ethnicity was NOT a factor
21318	25.7	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054C                      You were held to a higher performance standard than others  
in your military job.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0231-0232	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3895	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
724	0.9	1	1	Yes, and my race/ethnicity was a factor
3580	4.3	2	2	Yes, but my race/ethnicity was NOT a factor
18408	22.2	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WEA054D                      You did not get a military award or decoration given to  
others in similar circumstances.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0233-0234	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3904	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
779	0.9	1	1	Yes, and my race/ethnicity was a factor
2867	3.5	2	2	Yes, but my race/ethnicity was NOT a factor
19057	22.9	3	3	No, or does not apply
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WEA054E                      Your current military assignment has not made use of your  
job skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0235-0236	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3924	4.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
503	0.6	1	1	Yes, and my race/ethnicity was a factor
3661	4.4	2	2	Yes, but my race/ethnicity was NOT a factor
18520	22.3	3	3	No, or does not apply
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054F                      You were not able to attend a major school needed for your  
military specialty.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0237-0238	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3857	4.6	-9	.	No response
56487	68.0	-1	.B	No survey return
351	0.4	1	1	Yes, and my race/ethnicity was a factor
2239	2.7	2	2	Yes, but my race/ethnicity was NOT a factor
20163	24.3	3	3	No, or does not apply
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054G                      You did not get to go to short (1- to 3-day) courses that  
would provide you with needed skills for your military job.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0239-0240	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
289	0.4	1	1	Yes, and my race/ethnicity was a factor
1965	2.4	2	2	Yes, but my race/ethnicity was NOT a factor
20471	24.6	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054H                      You received lower grades than you deserved in your  
military training.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0241-0242	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3898	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
259	0.3	1	1	Yes, and my race/ethnicity was a factor
687	0.8	2	2	Yes, but my race/ethnicity was NOT a factor
21766	26.2	3	3	No, or does not apply
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054I                      You did not get a military job assignment that you wanted  
because of scores that you got on tests.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0243-0244	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3927	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
190	0.2	1	1	Yes, and my race/ethnicity was a factor
683	0.8	2	2	Yes, but my race/ethnicity was NOT a factor
21810	26.3	3	3	No, or does not apply
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054J                      Your current military assignment is not good for your  
career if you continue in the military.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0245-0246	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4001	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
369	0.4	1	1	Yes, and my race/ethnicity was a factor
2175	2.6	2	2	Yes, but my race/ethnicity was NOT a factor
20065	24.2	3	3	No, or does not apply
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054K                      You did not receive day-to-day, short-term tasks that would  
help you prepare for military advancement.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0247-0248	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3903	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
375	0.5	1	1	Yes, and my race/ethnicity was a factor
2228	2.7	2	2	Yes, but my race/ethnicity was NOT a factor
20104	24.2	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WEA054L                      You did not have a professional relationship with someone  
who advised (mentored) you on military career development  
or advancement.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0249-0250	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3895	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
559	0.7	1	1	Yes, and my race/ethnicity was a factor
3063	3.7	2	2	Yes, but my race/ethnicity was NOT a factor
19093	23.0	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054M                      You did not learn until it was too late of opportunities  
that would help your military career.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0251-0252	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3950	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
617	0.7	1	1	Yes, and my race/ethnicity was a factor
3374	4.1	2	2	Yes, but my race/ethnicity was NOT a factor
18668	22.5	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054N                      You were unable to get straight answers about your military  
promotion possibilities.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0253-0254	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3961	4.8	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
694	0.8	1	1	Yes, and my race/ethnicity was a factor
3367	4.1	2	2	Yes, but my race/ethnicity was NOT a factor
18586	22.4	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WEA0540                      You were taken to nonjudicial punishment or court martial  
when you should not have been.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0255-0256	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3997	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
223	0.3	1	1	Yes, and my race/ethnicity was a factor
416	0.5	2	2	Yes, but my race/ethnicity was NOT a factor
21973	26.4	3	3	No, or does not apply
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054P                      You were punished at your military job for something that  
others did without being punished.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0257-0258	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3887	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
475	0.6	1	1	Yes, and my race/ethnicity was a factor
932	1.1	2	2	Yes, but my race/ethnicity was NOT a factor
21316	25.7	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054Q                      You were excluded by your military peers from social  
activities.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0259-0260	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3875	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
479	0.6	1	1	Yes, and my race/ethnicity was a factor
1007	1.2	2	2	Yes, but my race/ethnicity was NOT a factor
21249	25.6	3	3	No, or does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, did any of the following happen to you?  
If it did, do you believe your race/ethnicity was a factor? Mark one  
answer for each statement.

WERA054R                      You had other bothersome experiences at your military job.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0261-0262	2	RACEFCT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3935	4.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
809	1.0	1	1	Yes, and my race/ethnicity was a factor
2422	2.9	2	2	Yes, but my race/ethnicity was NOT a factor
19442	23.4	3	3	No, or does not apply
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA056 Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0263-0264	2	ALLOFIT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
24520	29.5	-6	.N	Not applicable
1014	1.2	1	1	Yes, all of it
897	1.1	2	2	Yes, some of it
171	0.2	3	3	No
83097	100.0	TOTALS		

WEA056U = WEA056, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA056SK = 1 then do; WEA056 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

To what extent was this situation... Mark one answer for each item.

WERA058A Annoying?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0265-0266	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1867	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6228	7.5	1	1	Not at all
1898	2.3	2	2	Small extent
1529	1.8	3	3	Moderate extent
1148	1.4	4	4	Large extent
1022	1.2	5	5	Very large extent
83097	100.0	TOTALS		

WERA058AU = WERA058A, WERA058BU = WERA058B, WERA058CU = WERA058C, WERA058DU = WERA058D, WERA058EU = WERA058E, WERA059U = WERA059, WERA060U = WERA060, WERA061U = WERA061, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA058SK = 1 then do; WERA058A = .N; WERA058B = .N; WERA058C = .N; WERA058D = .N; WERA058E = .N; WERA059 = .N; WERA060 = .N; WERA061 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

To what extent was this situation... Mark one answer for each item.

WERA058B                      Offensive?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0267-0268	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1913	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7322	8.8	1	1	Not at all
1685	2.0	2	2	Small extent
1262	1.5	3	3	Moderate extent
817	1.0	4	4	Large extent
693	0.8	5	5	Very large extent
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA058AU = WERA058A, WERA058BU = WERA058B, WERA058CU = WERA058C, WERA058DU = WERA058D, WERA058EU = WERA058E, WERA059U = WERA059, WERA060U = WERA060, WERA061U = WERA061, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA058SK = 1 then do; WERA058A = .N; WERA058B = .N; WERA058C = .N; WERA058D = .N; WERA058E = .N; WERA059 = .N; WERA060 = .N; WERA061 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

To what extent was this situation... Mark one answer for each item.

WERA058C                      Disturbing?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0269-0270	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1914	2.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7263	8.7	1	1	Not at all
1476	1.8	2	2	Small extent
1237	1.5	3	3	Moderate extent
945	1.1	4	4	Large extent
856	1.0	5	5	Very large extent
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA058AU = WERA058A, WERA058BU = WERA058B, WERA058CU = WERA058C, WERA058DU = WERA058D, WERA058EU = WERA058E, WERA059U = WERA059, WERA060U = WERA060, WERA061U = WERA061, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA058SK = 1 then do; WERA058A = .N; WERA058B = .N; WERA058C = .N; WERA058D = .N; WERA058E = .N; WERA059 = .N; WERA060 = .N; WERA061 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

To what extent was this situation... Mark one answer for each item.

WERA058D                      Threatening?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0271-0272	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1924	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9438	11.4	1	1	Not at all
1016	1.2	2	2	Small extent
690	0.8	3	3	Moderate extent
269	0.3	4	4	Large extent
355	0.4	5	5	Very large extent
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA058AU = WERA058A, WERA058BU = WERA058B, WERA058CU = WERA058C, WERA058DU = WERA058D, WERA058EU = WERA058E, WERA059U = WERA059, WERA060U = WERA060, WERA061U = WERA061, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA058SK = 1 then do; WERA058A = .N; WERA058B = .N; WERA058C = .N; WERA058D = .N; WERA058E = .N; WERA059 = .N; WERA060 = .N; WERA061 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

To what extent was this situation... Mark one answer for each item.

WERA058E Disillusioning?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0273-0274	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1936	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8137	9.8	1	1	Not at all
1188	1.4	2	2	Small extent
1020	1.2	3	3	Moderate extent
654	0.8	4	4	Large extent
757	0.9	5	5	Very large extent
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA058AU = WERA058A, WERA058BU = WERA058B, WERA058CU = WERA058C, WERA058DU = WERA058D, WERA058EU = WERA058E, WERA059U = WERA059, WERA060U = WERA060, WERA061U = WERA061, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA058SK = 1 then do; WERA058A = .N; WERA058B = .N; WERA058C = .N; WERA058D = .N; WERA058E = .N; WERA059 = .N; WERA060 = .N; WERA061 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA059                      During the course of the situation you have in mind, how  
often did the event(s) occur?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0275-0276	2	FREQ3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3843	4.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
5828	7.0	1	1	Once
3098	3.7	2	2	Occasionally
923	1.1	3	3	Frequently
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA058AU = WERA058A, WERA058BU = WERA058B, WERA058CU = WERA058C, WERA058DU = WERA058D, WERA058EU = WERA058E, WERA059U = WERA059, WERA060U = WERA060, WERA061U = WERA061, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA058SK = 1 then do; WERA058A = .N; WERA058B = .N; WERA058C = .N; WERA058D = .N; WERA058E = .N; WERA059 = .N; WERA060 = .N; WERA061 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA060                      How long did this situation last or, if continuing, how  
long has it been going on?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0277-0278	2	SITLNTH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4033	4.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
5624	6.8	1	1	Less than 1 week
584	0.7	2	2	1 week to less than 1 month
536	0.7	3	3	1 month to less than 3 months
622	0.8	4	4	3 months to less than 6 months
2294	2.8	5	5	6 months or more
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA058AU = WERA058A, WERA058BU = WERA058B, WERA058CU = WERA058C, WERA058DU = WERA058D, WERA058EU = WERA058E, WERA059U = WERA059, WERA060U = WERA060, WERA061U = WERA061, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA058SK = 1 then do; WERA058A = .N; WERA058B = .N; WERA058C = .N; WERA058D = .N; WERA058E = .N; WERA059 = .N; WERA060 = .N; WERA061 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA061                      Where did this situation occur?   Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0279-0280	2	SITLOC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3980	4.8	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
5133	6.2	1	1	At a military installation (for example, on base)
1644	2.0	2	2	Some behaviors occurred at a military installation and some did not
2933	3.5	3	3	Not at a military installation (for example, off base)
83097	100.0	TOTALS		

WEA058AU = WERA058A, WERA058BU = WERA058B, WERA058CU = WERA058C, WERA058DU = WERA058D, WERA058EU = WERA058E, WERA059U = WERA059, WERA060U = WERA060, WERA061U = WERA061, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA058SK = 1 then do; WERA058A = .N; WERA058B = .N; WERA058C = .N; WERA058D = .N; WERA058E = .N; WERA059 = .N; WERA060 = .N; WERA061 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Did any of the behaviors in the situation occur while you were . . .  
Mark "Yes," "No," or "Does not apply" for each item.

WEAR063A Deployed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0281-0282	2	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2363	2.8	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
2208	2.7	1	1	Yes
3978	4.8	2	2	No
5142	6.2	3	3	Does not apply
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Did any of the behaviors in the situation occur while you were . . .  
Mark "Yes," "No," or "Does not apply" for each item.

WEA063B                      At your civilian job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0283-0284	2	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2359	2.8	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
1690	2.0	1	1	Yes
4379	5.3	2	2	No
5262	6.3	3	3	Does not apply
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Did any of the behaviors in the situation occur while you were . . .  
Mark "Yes," "No," or "Does not apply" for each item.

WEAR063C                      At your civilian school?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0285-0286	2	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2390	2.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
474	0.6	1	1	Yes
4877	5.9	2	2	No
5951	7.2	3	3	Does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Did any of the behaviors in the situation occur while you were . . .  
Mark "Yes," "No," or "Does not apply" for each item.

WEAR063D                      Near your place of residence?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0287-0288	2	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2410	2.9	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
897	1.1	1	1	Yes
5069	6.1	2	2	No
5315	6.4	3	3	Does not apply
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075A                      Made unwelcome attempts to draw you into an offensive  
discussion of racial/ethnic matters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0289-0290	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5313	6.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18614	22.4	1	1	Never
1729	2.1	2	2	Once or twice
755	0.9	3	3	Sometimes
197	0.2	4	4	Often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075B                      Told stories or jokes which were racist or depicted your  
race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0291-0292	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5350	6.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
17616	21.2	1	1	Never
2433	2.9	2	2	Once or twice
959	1.2	3	3	Sometimes
250	0.3	4	4	Often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075C Were condescending to you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0293-0294	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5453	6.6	-9	.	No response
56487	68.0	-1	.B	No survey return
18633	22.4	1	1	Never
1531	1.8	2	2	Once or twice
766	0.9	3	3	Sometimes
227	0.3	4	4	Often
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075D Put up or distributed materials (for example, pictures,  
leaflets, symbols, graffiti, music, stories) which were  
racist or showed your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0295-0296	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5419	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19891	23.9	1	1	Never
785	0.9	2	2	Once or twice
360	0.4	3	3	Sometimes
154	0.2	4	4	Often
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075E                      Displayed tattoos or wore distinctive clothes which were  
racist?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0297-0298	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5529	6.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19566	23.6	1	1	Never
890	1.1	2	2	Once or twice
473	0.6	3	3	Sometimes
151	0.2	4	4	Often
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075F Did not include you in social activities because of your  
race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0299-0300	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5389	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19752	23.8	1	1	Never
852	1.0	2	2	Once or twice
453	0.6	3	3	Sometimes
163	0.2	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075G                      Made you feel uncomfortable by hostile looks or stares  
because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0301-0302	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5398	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19001	22.9	1	1	Never
1354	1.6	2	2	Once or twice
639	0.8	3	3	Sometimes
217	0.3	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075H                      Made offensive remarks about your appearance (for example,  
about skin color) because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0303-0304	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5410	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
19852	23.9	1	1	Never
838	1.0	2	2	Once or twice
376	0.5	3	3	Sometimes
134	0.2	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075I                      Made remarks suggesting that people of your race/ethnicity  
are not suited for the kind of work you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0305-0306	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5475	6.6	-9	.	No response
56487	68.0	-1	.B	No survey return
19820	23.9	1	1	Never
800	1.0	2	2	Once or twice
358	0.4	3	3	Sometimes
157	0.2	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075J                      Made other offensive remarks about your race/ethnicity (for  
example, referred to your race/ethnicity with an offensive  
name)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0307-0308	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5625	6.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19340	23.3	1	1	Never
1037	1.3	2	2	Once or twice
449	0.5	3	3	Sometimes
158	0.2	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075K                      Vandalized your property because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0309-0310	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5456	6.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20606	24.8	1	1	Never
314	0.4	2	2	Once or twice
146	0.2	3	3	Sometimes
87	0.1	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075L                      Made you feel threatened with retaliation if you did not go  
along with things that were racially/ethnically offensive  
to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0311-0312	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5392	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
20693	24.9	1	1	Never
265	0.3	2	2	Once or twice
161	0.2	3	3	Sometimes
99	0.1	4	4	Often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075M                      Physically threatened or intimidated you because of your  
race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0313-0314	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5400	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
20655	24.9	1	1	Never
290	0.4	2	2	Once or twice
166	0.2	3	3	Sometimes
99	0.1	4	4	Often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA075N                      Assaulted you physically because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0315-0316	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5452	6.6	-9	.	No response
56487	68.0	-1	.B	No survey return
20810	25.0	1	1	Never
163	0.2	2	2	Once or twice
110	0.1	3	3	Sometimes
75	0.1	4	4	Often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How frequently during the past 12 months have you been in  
circumstances where you thought civilians in the local community  
around where you live . . . Mark one answer for each item.

WERA0750 Other race/ethnic-related experiences involving civilians  
in the local community?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0317-0318	2	NVROFN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5477	6.6	-9	.	No response
56487	68.0	-1	.B	No survey return
20201	24.3	1	1	Never
537	0.7	2	2	Once or twice
279	0.3	3	3	Sometimes
116	0.1	4	4	Often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item.

WEA078A Senior leadership of my National Guard/Reserve component

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0319-0320	2	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5198	6.3	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
14023	16.9	1	1	Yes
1725	2.1	2	2	No
5661	6.8	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item.

WEA078B Senior leadership of my installation/ship

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0321-0322	2	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5221	6.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13920	16.8	1	1	Yes
1764	2.1	2	2	No
5703	6.9	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item.

WERA078C                      My immediate supervisor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0323-0324	2	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5236	6.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
14679	17.7	1	1	Yes
1807	2.2	2	2	No
4886	5.9	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA079                      Has the military paid too much or too little attention to  
racial/ethnic harassment and discrimination during the past  
several years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0325-0326	2	TOOMUCH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5182	6.2	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3479	4.2	1	1	Too much attention
13829	16.6	2	2	The right amount of attention
4115	5.0	3	3	Too little attention
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How would you rate race relations . . . Mark one answer for each item.

WERA080A In your military work group?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0327-0328	2	EXCELL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5077	6.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
358	0.4	1	1	Poor
1457	1.8	2	2	Fair
4385	5.3	3	3	Good
6429	7.7	4	4	Very good
8903	10.7	5	5	Excellent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How would you rate race relations . . . Mark one answer for each item.

WERA080B At your military duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0329-0330	2	EXCELL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5169	6.2	-9	.	No response
56487	68.0	-1	.B	No survey return
422	0.5	1	1	Poor
1607	1.9	2	2	Fair
4729	5.7	3	3	Good
6545	7.9	4	4	Very good
8138	9.8	5	5	Excellent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How would you rate race relations . . . Mark one answer for each item.

WERA080C In your National Guard/Reserve component?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0331-0332	2	EXCELL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5170	6.2	-9	.	No response
56487	68.0	-1	.B	No survey return
536	0.7	1	1	Poor
1733	2.1	2	2	Fair
4779	5.8	3	3	Good
6425	7.7	4	4	Very good
7967	9.6	5	5	Excellent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How would you rate race relations . . . Mark one answer for each item.

WERA080D In the local community around where you live?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0333-0334	2	EXCELL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5098	6.1	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
657	0.8	1	1	Poor
2874	3.5	2	2	Fair
6610	8.0	3	3	Good
6168	7.4	4	4	Very good
5200	6.3	5	5	Excellent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How would you rate race relations . . . Mark one answer for each item.

WERA080E In the local community around your military duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0335-0336	2	EXCELL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5169	6.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
595	0.7	1	1	Poor
2797	3.4	2	2	Fair
6729	8.1	3	3	Good
6178	7.4	4	4	Very good
5141	6.2	5	5	Excellent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your military work group, to what extent . . . Mark one answer  
for each statement.

WERA081A Would members of your work group feel free to report  
racial/ethnic harassment and discrimination without fear of  
reprisals?

OS DATA			SAS DATA				
COLS	LENGTH		FORMAT	NAME	TYPE	LENGTH	INFORMAT
0337-0338	2			NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5373	6.5	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2012	2.4	1	1	Not at all
2074	2.5	2	2	Small extent
5221	6.3	3	3	Moderate extent
6936	8.4	4	4	Large extent
4992	6.0	5	5	Very large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your military work group, to what extent . . . Mark one answer  
for each statement.

WERA081B Would complaints about racial/ethnic harassment and  
discrimination be taken seriously?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0339-0340	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5423	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
1413	1.7	1	1	Not at all
1590	1.9	2	2	Small extent
4076	4.9	3	3	Moderate extent
6843	8.2	4	4	Large extent
7265	8.7	5	5	Very large extent
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your military work group, to what extent . . . Mark one answer  
for each statement.

WERA081C Would people be able to get away with racial/ethnic  
harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0341-0342	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5458	6.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9624	11.6	1	1	Not at all
4983	6.0	2	2	Small extent
3413	4.1	3	3	Moderate extent
1771	2.1	4	4	Large extent
1358	1.6	5	5	Very large extent
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your military work group, to what extent . . . Mark one answer  
for each statement.

WERA081D Are policies forbidding racial/ethnic harassment and  
discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0343-0344	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5433	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
2001	2.4	1	1	Not at all
1911	2.3	2	2	Small extent
4762	5.7	3	3	Moderate extent
6137	7.4	4	4	Large extent
6366	7.7	5	5	Very large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your military work group, to what extent . . . Mark one answer  
for each statement.

WERA081E Are complaint procedures related to racial/ethnic  
harassment and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0345-0346	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5518	6.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2633	3.2	1	1	Not at all
2457	3.0	2	2	Small extent
5314	6.4	3	3	Moderate extent
5500	6.6	4	4	Large extent
5187	6.2	5	5	Very large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

At your military duty station, to what extent . . . Mark one answer  
for each item.

WERA083A Are racist/extremist organizations or individuals a  
problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0347-0348	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5255	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
18422	22.2	1	1	Not at all
2022	2.4	2	2	Small extent
625	0.8	3	3	Moderate extent
151	0.2	4	4	Large extent
135	0.2	5	5	Very large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

At your military duty station, to what extent . . . Mark one answer  
for each item.

WERA083B Are hate crimes a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0349-0350	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5260	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
19215	23.1	1	1	Not at all
1427	1.7	2	2	Small extent
462	0.6	3	3	Moderate extent
106	0.1	4	4	Large extent
140	0.2	5	5	Very large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

At your military duty station, to what extent . . . Mark one answer  
for each item.

WERA083C Are gangs a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0351-0352	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5288	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
18183	21.9	1	1	Not at all
1838	2.2	2	2	Small extent
861	1.0	3	3	Moderate extent
229	0.3	4	4	Large extent
211	0.3	5	5	Very large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the local community around where you live, to what extent . . .  
Mark one answer for each item.

WERA084A Are racist/extremist organizations or individuals a  
problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0353-0354	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5375	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13793	16.6	1	1	Not at all
5284	6.4	2	2	Small extent
1688	2.0	3	3	Moderate extent
315	0.4	4	4	Large extent
154	0.2	5	5	Very large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the local community around where you live, to what extent . . .  
Mark one answer for each item.

WEA084B Are hate crimes a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0355-0356	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5382	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
14065	16.9	1	1	Not at all
5141	6.2	2	2	Small extent
1553	1.9	3	3	Moderate extent
310	0.4	4	4	Large extent
158	0.2	5	5	Very large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In the local community around where you live, to what extent . . .  
Mark one answer for each item.

WERA084C Are gangs a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0357-0358	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5419	6.5	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
11045	13.3	1	1	Not at all
5306	6.4	2	2	Small extent
3119	3.8	3	3	Moderate extent
1122	1.4	4	4	Large extent
597	0.7	5	5	Very large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

To what extent . . . Mark one answer for each statement.

WERA085A Do you feel uneasy being around people who are of  
race/ethnic backgrounds different from yours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0359-0360	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5269	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
18360	22.1	1	1	Not at all
2184	2.6	2	2	Small extent
564	0.7	3	3	Moderate extent
139	0.2	4	4	Large extent
94	0.1	5	5	Very large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

To what extent . . . Mark one answer for each statement.

WERA085B Have you felt pressure from National Guard/Reserve  
component members who are of your race/ethnicity not to  
socialize with members of other race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0361-0362	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5291	6.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19888	23.9	1	1	Not at all
908	1.1	2	2	Small extent
389	0.5	3	3	Moderate extent
85	0.1	4	4	Large extent
48	0.1	5	5	Very large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

To what extent . . . Mark one answer for each statement.

WERA085C Do you feel comfortable interacting with people from  
different race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0363-0364	2	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5283	6.4	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6086	7.3	1	1	Not at all
491	0.6	2	2	Small extent
1099	1.3	3	3	Moderate extent
4393	5.3	4	4	Large extent
9253	11.1	5	5	Very large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, have you been involved in a racial  
confrontation . . . Mark one answer for each item.

WERA086A                      On your installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0365-0366	2	NOTSEEN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5306	6.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
378	0.5	1	1	Yes, and I have seen it happen to others
237	0.3	2	2	Yes, but I have NOT seen it happen to others
1386	1.7	3	3	No, but I have seen it happen to others
19302	23.2	4	4	No, and I have NOT seen it happen to others
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, have you been involved in a racial  
confrontation . . . Mark one answer for each item.

WERA086B In the local community around your military duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0367-0368	2	NOTSEEN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5308	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
388	0.5	1	1	Yes, and I have seen it happen to others
275	0.3	2	2	Yes, but I have NOT seen it happen to others
2005	2.4	3	3	No, but I have seen it happen to others
18634	22.4	4	4	No, and I have NOT seen it happen to others
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

During the past 12 months, have you been involved in a racial  
confrontation . . . Mark one answer for each item.

WERA086C In the local community around where you live?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0369-0370	2	NOTSEEN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5342	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
790	1.0	1	1	Yes, and I have seen it happen to others
433	0.5	2	2	Yes, but I have NOT seen it happen to others
3165	3.8	3	3	No, but I have seen it happen to others
16880	20.3	4	4	No, and I have NOT seen it happen to others
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA090 Have you had any training from military sources during the  
past 12 months on topics related to racial/ethnic  
harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0371-0372	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5294	6.4	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5506	6.6	1	1	No
15806	19.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092A Provides a good understanding of what words and actions are  
considered racial/ethnic harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0373-0374	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
670	0.8	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
103	0.1	1	1	Strongly disagree
179	0.2	2	2	Disagree
1741	2.1	3	3	Neither agree nor disagree
7003	8.4	4	4	Agree
6110	7.4	5	5	Strongly agree
83097	100.0	TOTALS		

WERA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU =  
WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F,  
WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU =  
WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-  
applicable or missing response values. Here is how they are edited: If  
WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C =  
.N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N;  
WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092B                      Teaches that racial/ethnic harassment and discrimination  
reduces the cohesion and effectiveness of the military as a  
whole

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0375-0376	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
711	0.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
96	0.1	1	1	Strongly disagree
138	0.2	2	2	Disagree
1503	1.8	3	3	Neither agree nor disagree
6932	8.3	4	4	Agree
6425	7.7	5	5	Strongly agree
83097	100.0	TOTALS		

WERA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU =  
WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F,  
WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU =  
WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-  
applicable or missing response values. Here is how they are edited: If  
WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C =  
.N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N;  
WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WEA092C Identifies behaviors that are offensive to others and  
should not be tolerated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0377-0378	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
718	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
82	0.1	1	1	Strongly disagree
149	0.2	2	2	Disagree
1550	1.9	3	3	Neither agree nor disagree
7093	8.5	4	4	Agree
6214	7.5	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU = WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F, WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU = WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C = .N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N; WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WEA092D Gives useful tools for dealing with racial/ethnic  
harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0379-0380	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
757	0.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
87	0.1	1	1	Strongly disagree
270	0.3	2	2	Disagree
2041	2.5	3	3	Neither agree nor disagree
6975	8.4	4	4	Agree
5675	6.8	5	5	Strongly agree
83097	100.0	TOTALS		

WEA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU = WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F, WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU = WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C = .N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N; WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092E Explains the process for reporting racial/ethnic harassment  
and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0381-0382	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
773	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
98	0.1	1	1	Strongly disagree
207	0.3	2	2	Disagree
1690	2.0	3	3	Neither agree nor disagree
7083	8.5	4	4	Agree
5955	7.2	5	5	Strongly agree
83097	100.0	TOTALS		

WERA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU = WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F, WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU = WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C = .N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N; WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092F                      Makes me feel it is safe to complain about offensive,  
race/ethnic-related situations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0383-0384	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
709	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
146	0.2	1	1	Strongly disagree
343	0.4	2	2	Disagree
2156	2.6	3	3	Neither agree nor disagree
6712	8.1	4	4	Agree
5740	6.9	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU = WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F, WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU = WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C = .N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N; WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WEA092G Promotes cross-cultural awareness

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0385-0386	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
736	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
125	0.2	1	1	Strongly disagree
321	0.4	2	2	Disagree
2263	2.7	3	3	Neither agree nor disagree
6828	8.2	4	4	Agree
5533	6.7	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA091U = WERA091, WEA092AU = WERA092A, WEA092BU = WERA092B, WEA092CU = WERA092C, WEA092DU = WERA092D, WEA092EU = WERA092E, WEA092FU = WERA092F, WEA092GU = WERA092G, WEA092HU = WERA092H, WEA092IU = WERA092I, WEA092JU = WERA092J, WEA093U = WERA093, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C = .N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N; WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092H Provides information about policies, procedures, and  
consequences of racial/ethnic harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0387-0388	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
732	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
84	0.1	1	1	Strongly disagree
184	0.2	2	2	Disagree
1691	2.0	3	3	Neither agree nor disagree
7247	8.7	4	4	Agree
5868	7.1	5	5	Strongly agree
83097	100.0	TOTALS		

WERA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU =  
WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F,  
WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU =  
WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-  
applicable or missing response values. Here is how they are edited: If  
WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C =  
.N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N;  
WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092I Provides information on my National Guard/Reserve  
component's policies on participation in racist/extremist  
organizations, hate crimes, or gangs

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0389-0390	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
730	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
120	0.1	1	1	Strongly disagree
302	0.4	2	2	Disagree
2068	2.5	3	3	Neither agree nor disagree
6995	8.4	4	4	Agree
5591	6.7	5	5	Strongly agree
83097	100.0	TOTALS		

WERA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU =  
WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F,  
WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU =  
WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-  
applicable or missing response values. Here is how they are edited: If  
WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C =  
.N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N;  
WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092J Promotes religious tolerance

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0391-0392	2	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
738	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
162	0.2	1	1	Strongly disagree
282	0.3	2	2	Disagree
3007	3.6	3	3	Neither agree nor disagree
6374	7.7	4	4	Agree
5243	6.3	5	5	Strongly agree
83097	100.0	TOTALS		

WERA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU = WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F, WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU = WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C = .N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N; WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA093                      In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0393-0394	2	NOTEFF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
616	0.7	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
692	0.8	1	1	Not at all effective
2313	2.8	2	2	Slightly effective
6544	7.9	3	3	Moderately effective
5641	6.8	4	4	Very effective
83097	100.0	TOTALS		

WEA091U = WERA091, WERA092AU = WERA092A, WERA092BU = WERA092B, WERA092CU = WERA092C, WERA092DU = WERA092D, WERA092EU = WERA092E, WERA092FU = WERA092F, WERA092GU = WERA092G, WERA092HU = WERA092H, WERA092IU = WERA092I, WERA092JU = WERA092J, WERA093U = WERA093, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA091SK = 1 then do; WERA091 = .N; WERA092A = .N; WERA092B = .N; WERA092C = .N; WERA092D = .N; WERA092E = .N; WERA092F = .N; WERA092G = .N; WERA092H = .N; WERA092I = .N; WERA092J = .N; WERA093 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA094

In your opinion, how often does racial/ethnic harassment  
and discrimination occur at military workplaces compared to  
civilian workplaces?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0395-0396	2	CMPMIL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5897	7.1	-9	.	No response
6	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5898	7.1	1	1	Much less often in the military
4696	5.7	2	2	Less often in the military
6762	8.1	3	3	About the same
1254	1.5	4	4	More often in the military
371	0.5	5	5	Much more often in the military
1726	2.1	60	60	Don't know, I have not worked in a civilian job
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095A Promotion opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0397-0398	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6224	7.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
682	0.8	1	1	Much better as a civilian
1618	2.0	2	2	Better as a civilian
9810	11.8	3	3	No difference
5530	6.7	4	4	Better in the military
2745	3.3	5	5	Much better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WEAR095B Pay and benefits

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0399-0400	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6301	7.6	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1255	1.5	1	1	Much better as a civilian
2458	3.0	2	2	Better as a civilian
8860	10.7	3	3	No difference
5087	6.1	4	4	Better in the military
2645	3.2	5	5	Much better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095C Fair performance evaluations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0401-0402	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6334	7.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
509	0.6	1	1	Much better as a civilian
1330	1.6	2	2	Better as a civilian
11205	13.5	3	3	No difference
5017	6.0	4	4	Better in the military
2212	2.7	5	5	Much better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095D Education and training opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0403-0404	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6289	7.6	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
604	0.7	1	1	Much better as a civilian
1241	1.5	2	2	Better as a civilian
9123	11.0	3	3	No difference
6081	7.3	4	4	Better in the military
3270	3.9	5	5	Much better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095E                      Quality of life

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0405-0406	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6318	7.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1101	1.3	1	1	Much better as a civilian
2300	2.8	2	2	Better as a civilian
9566	11.5	3	3	No difference
4856	5.8	4	4	Better in the military
2468	3.0	5	5	Much better in the military
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095F Fair administration of criminal justice

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0407-0408	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6336	7.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
531	0.6	1	1	Much better as a civilian
1146	1.4	2	2	Better as a civilian
11315	13.6	3	3	No difference
4863	5.9	4	4	Better in the military
2418	2.9	5	5	Much better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095G Chance to show pride in yourself

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0409-0410	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6252	7.5	-9	.	No response
56487	68.0	-1	.B	No survey return
422	0.5	1	1	Much better as a civilian
881	1.1	2	2	Better as a civilian
9675	11.6	3	3	No difference
5707	6.9	4	4	Better in the military
3673	4.4	5	5	Much better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095H Chance to show pride in your race/ethnic group

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0411-0412	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6271	7.6	-9	.	No response
56487	68.0	-1	.B	No survey return
584	0.7	1	1	Much better as a civilian
1442	1.7	2	2	Better as a civilian
12189	14.7	3	3	No difference
3717	4.5	4	4	Better in the military
2407	2.9	5	5	Much better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WEA095I Freedom from harassment

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0413-0414	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6285	7.6	-9	.	No response
56487	68.0	-1	.B	No survey return
294	0.4	1	1	Much better as a civilian
639	0.8	2	2	Better as a civilian
11604	14.0	3	3	No difference
5360	6.5	4	4	Better in the military
2428	2.9	5	5	Much better in the military
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095J Freedom from discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0415-0416	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6284	7.6	-9	.	No response
56487	68.0	-1	.B	No survey return
298	0.4	1	1	Much better as a civilian
639	0.8	2	2	Better as a civilian
11498	13.8	3	3	No difference
5436	6.5	4	4	Better in the military
2455	3.0	5	5	Much better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WEA095K Freedom from racist/extremist organizations, hate crimes, or gangs

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0417-0418	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6270	7.6	-9	.	No response
56487	68.0	-1	.B	No survey return
206	0.3	1	1	Much better as a civilian
375	0.5	2	2	Better as a civilian
10681	12.9	3	3	No difference
5812	7.0	4	4	Better in the military
3266	3.9	5	5	Much better in the military
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Mark one answer for each item.

WERA095L Race/ethnic relations overall

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0419-0420	2	BTRCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6274	7.6	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
265	0.3	1	1	Much better as a civilian
594	0.7	2	2	Better as a civilian
10754	12.9	3	3	No difference
5800	7.0	4	4	Better in the military
2921	3.5	5	5	Much better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WERA096

In your opinion, have race/ethnic relations in our nation  
gotten better or worse over the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0421-0422	2	BTTRTDY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6045	7.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3675	4.4	1	1	Worse today
8805	10.6	2	2	About the same as 5 years ago
8083	9.7	3	3	Better today
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA097A Blacks or African Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0423-0424	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6175	7.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
325	0.4	1	1	Much worse
1541	1.9	2	2	Worse
8368	10.1	3	3	Neither better nor worse
7533	9.1	4	4	Better
2667	3.2	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA097B American Indians or Alaska Natives?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0425-0426	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6397	7.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
247	0.3	1	1	Much worse
1149	1.4	2	2	Worse
10875	13.1	3	3	Neither better nor worse
6052	7.3	4	4	Better
1889	2.3	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA097C                      Asians, Native Hawaiians or Pacific Islanders?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0427-0428	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6390	7.7	-9	.	No response
56487	68.0	-1	.B	No survey return
150	0.2	1	1	Much worse
675	0.8	2	2	Worse
10326	12.4	3	3	Neither better nor worse
6927	8.3	4	4	Better
2142	2.6	5	5	Much better
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA097D Spanish/Hispanic/Latinos?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0429-0430	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6353	7.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
395	0.5	1	1	Much worse
1907	2.3	2	2	Worse
7489	9.0	3	3	Neither better nor worse
7667	9.2	4	4	Better
2796	3.4	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA097E Arab Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0431-0432	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6355	7.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2074	2.5	1	1	Much worse
6155	7.4	2	2	Worse
7362	8.9	3	3	Neither better nor worse
3354	4.0	4	4	Better
1307	1.6	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA097F

Whites?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0433-0434	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6293	7.6	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
464	0.6	1	1	Much worse
1428	1.7	2	2	Worse
10791	13.0	3	3	Neither better nor worse
4717	5.7	4	4	Better
2912	3.5	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA097G

Muslims?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0435-0436	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6314	7.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2644	3.2	1	1	Much worse
6771	8.2	2	2	Worse
7119	8.6	3	3	Neither better nor worse
2677	3.2	4	4	Better
1082	1.3	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA098                      In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0437-0438	2	LSSOFTD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3437	4.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
93	0.1	-4	.I	Incomplete grid
6619	8.0	-6	.N	Not applicable
2982	3.6	1	1	Much less often
5986	7.2	2	2	Less often
6796	8.2	3	3	About the same
543	0.7	4	4	More often
153	0.2	5	5	Much more often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA098U = WEA098, WEA099U = WEA099, WEA100AU = WEA100A, WEA100BU = WEA100B, WEA100CU = WEA100C, WEA100DU = WEA100D, WEA100EU = WEA100E, WEA100FU = WEA100F, WEA100GU = WEA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA098SK = 1 then do; WEA098 = .N; WEA099 = .N; WEA100A = .N; WEA100B = .N; WEA100C = .N; WEA100D = .N; WEA100E = .N; WEA100F = .N; WEA100G = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

WEA099                      In your opinion, have race/ethnic relations overall in the  
military gotten better or worse over the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0439-0440	2	BTTRTDY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3504	4.2	-9	.	No response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
659	0.8	1	1	Worse today
7732	9.3	2	2	About the same as 5 years ago
8096	9.7	3	3	Better today
83097	100.0	TOTALS		

WEA098U = WERA098, WEA099U = WERA099, WEA100AU = WERA100A, WEA100BU = WERA100B, WEA100CU = WERA100C, WEA100DU = WERA100D, WEA100EU = WERA100E, WEA100FU = WERA100F, WEA100GU = WERA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA098SK = 1 then do; WERA098 = .N; WERA099 = .N; WERA100A = .N; WERA100B = .N; WERA100C = .N; WERA100D = .N; WERA100E = .N; WERA100F = .N; WERA100G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WEA100A Blacks or African Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0441-0442	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3594	4.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
88	0.1	1	1	Much worse
392	0.5	2	2	Worse
8059	9.7	3	3	Neither better nor worse
5850	7.0	4	4	Better
2007	2.4	5	5	Much better
83097	100.0	TOTALS		

WEA098U = WERA098, WERA099U = WERA099, WERA100AU = WERA100A, WERA100BU = WERA100B, WERA100CU = WERA100C, WERA100DU = WERA100D, WERA100EU = WERA100E, WERA100FU = WERA100F, WERA100GU = WERA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA098SK = 1 then do; WERA098 = .N; WERA099 = .N; WERA100A = .N; WERA100B = .N; WERA100C = .N; WERA100D = .N; WERA100E = .N; WERA100F = .N; WERA100G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WEA100B American Indians or Alaska Natives?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0443-0444	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3729	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
80	0.1	1	1	Much worse
316	0.4	2	2	Worse
9450	11.4	3	3	Neither better nor worse
4928	5.9	4	4	Better
1488	1.8	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA098U = WERA098, WERA099U = WERA099, WERA100AU = WERA100A, WERA100BU = WERA100B, WERA100CU = WERA100C, WERA100DU = WERA100D, WERA100EU = WERA100E, WERA100FU = WERA100F, WERA100GU = WERA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA098SK = 1 then do; WERA098 = .N; WERA099 = .N; WERA100A = .N; WERA100B = .N; WERA100C = .N; WERA100D = .N; WERA100E = .N; WERA100F = .N; WERA100G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WEA100C                      Asians, Native Hawaiians or Pacific Islanders?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0445-0446	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3706	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
59	0.1	1	1	Much worse
242	0.3	2	2	Worse
9184	11.1	3	3	Neither better nor worse
5245	6.3	4	4	Better
1555	1.9	5	5	Much better
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA098U = WERA098, WERA099U = WERA099, WERA100AU = WERA100A, WERA100BU = WERA100B, WERA100CU = WERA100C, WERA100DU = WERA100D, WERA100EU = WERA100E, WERA100FU = WERA100F, WERA100GU = WERA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA098SK = 1 then do; WERA098 = .N; WERA099 = .N; WERA100A = .N; WERA100B = .N; WERA100C = .N; WERA100D = .N; WERA100E = .N; WERA100F = .N; WERA100G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WEA100D Spanish/Hispanic/Latinos?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0447-0448	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3732	4.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
103	0.1	1	1	Much worse
379	0.5	2	2	Worse
8187	9.9	3	3	Neither better nor worse
5714	6.9	4	4	Better
1875	2.3	5	5	Much better
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA098U = WERA098, WERA099U = WERA099, WERA100AU = WERA100A, WERA100BU = WERA100B, WERA100CU = WERA100C, WERA100DU = WERA100D, WERA100EU = WERA100E, WERA100FU = WERA100F, WERA100GU = WERA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA098SK = 1 then do; WERA098 = .N; WERA099 = .N; WERA100A = .N; WERA100B = .N; WERA100C = .N; WERA100D = .N; WERA100E = .N; WERA100F = .N; WERA100G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WEA100E Arab Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0449-0450	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3763	4.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
557	0.7	1	1	Much worse
2138	2.6	2	2	Worse
8576	10.3	3	3	Neither better nor worse
3729	4.5	4	4	Better
1227	1.5	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA098U = WERA098, WERA099U = WERA099, WERA100AU = WERA100A, WERA100BU = WERA100B, WERA100CU = WERA100C, WERA100DU = WERA100D, WERA100EU = WERA100E, WERA100FU = WERA100F, WERA100GU = WERA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA098SK = 1 then do; WERA098 = .N; WERA099 = .N; WERA100A = .N; WERA100B = .N; WERA100C = .N; WERA100D = .N; WERA100E = .N; WERA100F = .N; WERA100G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WEA100F Whites?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0451-0452	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3689	4.4	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
194	0.2	1	1	Much worse
500	0.6	2	2	Worse
9287	11.2	3	3	Neither better nor worse
4184	5.0	4	4	Better
2134	2.6	5	5	Much better
83097	100.0	TOTALS		

WEA098U = WERA098, WERA099U = WERA099, WERA100AU = WERA100A, WERA100BU = WERA100B, WERA100CU = WERA100C, WERA100DU = WERA100D, WERA100EU = WERA100E, WERA100FU = WERA100F, WERA100GU = WERA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA098SK = 1 then do; WERA098 = .N; WERA099 = .N; WERA100A = .N; WERA100B = .N; WERA100C = .N; WERA100D = .N; WERA100E = .N; WERA100F = .N; WERA100G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on the Survey

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WEA100G Muslims?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0453-0454	2	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3754	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
835	1.0	1	1	Much worse
2508	3.0	2	2	Worse
8502	10.2	3	3	Neither better nor worse
3319	4.0	4	4	Better
1073	1.3	5	5	Much better
83097	100.0	TOTALS		

WEA098U = WERA098, WEA099U = WERA099, WEA100AU = WERA100A, WEA100BU = WERA100B, WEA100CU = WERA100C, WEA100DU = WERA100D, WEA100EU = WERA100E, WEA100FU = WERA100F, WEA100GU = WERA100G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA098SK = 1 then do; WERA098 = .N; WERA099 = .N; WERA100A = .N; WERA100B = .N; WERA100C = .N; WERA100D = .N; WERA100E = .N; WERA100F = .N; WERA100G = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA014R

Tab: How many years you spent in military service?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0455-0456	2	YOSL6_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1519	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
9	0.0	-7	.O	Out of range
5091	6.1	1	1	5 years or less
2891	3.5	2	2	6-8 years
2388	2.9	3	3	9-11 years
4045	4.9	4	4	12-16 years
3205	3.9	5	5	17-19 years
7462	9.0	6	6	20 years or more
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

COMMITA

Tab: Affective Commitment Scale constructed from Q21A B D G  
H K

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0457-0458	2	WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1848	2.2	-9	.	No response
56487	68.0	-1	.B	No survey return
87	0.1	1	1	1
13	0.0	1.16650	1.166503	1.166503
2	0.0	1.19995	1.199951	1.199951
33	0.0	1.33325	1.333251	1.333251
1	0.0	1.39990	1.399902	1.399902
37	0.0	1.50000	1.5	1.5
3	0.0	1.59985	1.599853	1.599853
63	0.1	1.66650	1.666503	1.666503
4	0.0	1.79980	1.799804	1.799804
77	0.1	1.83325	1.833251	1.833251
132	0.2	2	2	2
131	0.2	2.16650	2.166503	2.166503
5	0.0	2.19971	2.199707	2.199707
1	0.0	2.25000	2.25	2.25
210	0.3	2.33301	2.333007	2.333007
13	0.0	2.39990	2.399902	2.399902
214	0.3	2.50000	2.5	2.5
11	0.0	2.59961	2.599609	2.599609
311	0.4	2.66650	2.666503	2.666503
3	0.0	2.75000	2.75	2.75
17	0.0	2.79980	2.799804	2.799804
381	0.5	2.83301	2.833007	2.833007
739	0.9	3	3	3
675	0.8	3.16650	3.166503	3.166503
39	0.1	3.19971	3.199707	3.199707
1	0.0	3.25000	3.25	3.25
854	1.0	3.33301	3.333007	3.333007
39	0.1	3.39990	3.399902	3.399902
1095	1.3	3.50000	3.5	3.5
59	0.1	3.59961	3.599609	3.599609
1567	1.9	3.66650	3.666503	3.666503
4	0.0	3.75000	3.75	3.75
93	0.1	3.79980	3.799804	3.799804
2196	2.6	3.83301	3.833007	3.833007
3741	4.5	4	4	4
2098	2.5	4.16602	4.166015	4.166015
91	0.1	4.19922	4.199218	4.199218
5	0.0	4.25000	4.25	4.25
1777	2.1	4.33301	4.333007	4.333007
68	0.1	4.39941	4.399414	4.399414
1575	1.9	4.50000	4.5	4.5

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

COMMITA                      Tab: Affective Commitment Scale constructed from Q21A B D G  
H K

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0457-0458	2	WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
43	0.1	4.59961	4.599609	4.599609
1618	2.0	4.66602	4.666015	4.666015
4	0.0	4.75000	4.75	4.75
57	0.1	4.79980	4.799804	4.799804
1587	1.9	4.83301	4.833007	4.833007
2988	3.6	5	5	5
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

COMMITC

Tab: Continuance Commitment Scale constructed from Q21E, J

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0459-0460	2	WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2049	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
1436	1.7	1	1	1
1019	1.2	1.50000	1.5	1.5
2911	3.5	2	2	2
2536	3.1	2.50000	2.5	2.5
5102	6.1	3	3	3
3862	4.7	3.50000	3.5	3.5
3892	4.7	4	4	4
1724	2.1	4.50000	4.5	4.5
2079	2.5	5	5	5
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

COMMITN                      Tab: Spouse Pride Commitment Scale constructed from Q21C,  
F, I

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0461-0462	2	WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1847	2.2	-9	.	No response
56487	68.0	-1	.B	No survey return
994	1.2	1	1	1
522	0.6	1.33325	1.333251	1.333251
18	0.0	1.50000	1.5	1.5
894	1.1	1.66650	1.666503	1.666503
1824	2.2	2	2	2
1952	2.4	2.33301	2.333007	2.333007
46	0.1	2.50000	2.5	2.5
2396	2.9	2.66650	2.666503	2.666503
3261	3.9	3	3	3
2987	3.6	3.33301	3.333007	3.333007
67	0.1	3.50000	3.5	3.5
2567	3.1	3.66650	3.666503	3.666503
2572	3.1	4	4	4
1559	1.9	4.33301	4.333007	4.333007
26	0.0	4.50000	4.5	4.5
1091	1.3	4.66602	4.666015	4.666015
1987	2.4	5	5	5
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA022AR                      Tab: You recommend close personal friend join? A friend who  
is White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0463-0464	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2103	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
2491	3.0	1	1	No
22016	26.5	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA022BR                      Tab: You recommend close personal friend join? A friend who  
is Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0465-0466	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2103	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
2916	3.5	1	1	No
21591	26.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA022CR                      Tab: You recommend close personal friend join? A friend who  
is American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0467-0468	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2103	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
3170	3.8	1	1	No
21337	25.7	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA022DR                      Tab: You recommend close personal friend join? A friend who  
is Asian (for example, Asian Indian, Chinese, Filipino,  
Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0469-0470	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2103	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
2992	3.6	1	1	No
21515	25.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA022ER                      Tab: You recommend close personal friend join? A friend who  
is Native Hawaiian or other Pacific Islander (for example,  
Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0471-0472	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2103	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
3048	3.7	1	1	No
21459	25.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA022FR                      Tab: You recommend close personal friend join? A friend who  
is Spanish/Hispanic/Latino

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0473-0474	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2103	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
2857	3.4	1	1	No
21650	26.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA023R

Tab: In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0475-0476	2	DAYSCS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2370	2.9	-9	.	No response
56487	68.0	-1	.B	No survey return
11	0.0	-7	.O	Out of range
4000	4.8	1	1	0 days
5949	7.2	2	2	1-24 days
4314	5.2	3	3	25-47 days
4496	5.4	4	4	48-180 days
5470	6.6	5	5	181 days or more
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA024R

Tab: In the past 12 months, how many nights did you spend  
away from your home because of your military duties?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0477-0478	2	NIGHT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2180	2.6	-9	.	No response
56487	68.0	-1	.B	No survey return
9	0.0	-7	.O	Out of range
4881	5.9	1	1	0 nights
8644	10.4	2	2	1-24 nights
4348	5.2	3	3	25-47 nights
4274	5.1	4	4	48-180 nights
2274	2.7	5	5	181 nights or more
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

IMPTEMPO                      Reserve component members who indicated their desire to  
stay decreased as a result of being away more than expected  
(Q25 & Q26)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0479-0480	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2080	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
22249	26.8	1	1	No
2281	2.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA036R

Tab: Are you currently activated?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0481-0482	2	CACT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
9182	11.1	-6	.N	Not applicable
1022	1.2	1	1	Yes
2644	3.2	2	2	No
13736	16.5	3	3	Does not apply; not activated in the past 12 months
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA038AR                      Tab: Since 9/11 have you been deployed for Operation Noble Eagle (airport security)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0483-0484	2	YN_12_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2291	2.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
367	0.4	1	1	Yes in the last 12 months
1954	2.4	2	2	Yes but not in the last 12 months
21997	26.5	3	3	No
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA038BR

Tab: Since 9/11 have you been deployed for Operation  
Enduring Freedom (Afghanistan)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0485-0486	2	YN_12_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2292	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
1185	1.4	1	1	Yes in the last 12 months
2848	3.4	2	2	Yes but not in the last 12 months
20285	24.4	3	3	No
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA038CR                      Tab: Since 9/11 have you been deployed for Operation Iraqi  
Freedom

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0487-0488	2	YN_12_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2291	2.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3131	3.8	1	1	Yes in the last 12 months
6025	7.3	2	2	Yes but not in the last 12 months
15162	18.3	3	3	No
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA038DR

Tab: Since 9/11 have you been deployed for Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0489-0490	2	YN_12_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2292	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
1780	2.1	1	1	Yes in the last 12 months
3167	3.8	2	2	Yes but not in the last 12 months
19371	23.3	3	3	No
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA038R

Tab bar: Percentage deployed to any operation.

OS DATA		SAS DATA				
COLS	LENGTH	FORMAT	NAME	TYPE	LENGTH	INFORMAT
0491-0492	2		NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2292	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
10576	12.7	1	1	No
13742	16.5	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA039R

Tab: How long have you been in your present military unit?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0493-0494	2	YRSMU	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2146	2.6	-9	.	No response
56487	68.0	-1	.B	No survey return
15	0.0	-7	.O	Out of range
3922	4.7	1	1	Less than 1 year
7249	8.7	2	2	1-2 years
5513	6.6	3	3	3-5 years
3472	4.2	4	4	6-9 years
1988	2.4	5	5	10-14 years
2305	2.8	6	6	15 years or more
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

SUPSAT

Tab: Supervisor Satisfaction scale: Assess the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0495-0498	4	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2220	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
439	0.5	1	1	1
94	0.1	1.16650	1.166503	1.166503
136	0.2	1.33325	1.333251	1.333251
2	0.0	1.39990	1.399902	1.399902
129	0.2	1.50000	1.5	1.5
177	0.2	1.66650	1.666503	1.666503
3	0.0	1.79980	1.799804	1.799804
181	0.2	1.83325	1.833251	1.833251
347	0.4	2	2	2
299	0.4	2.16650	2.166503	2.166503
5	0.0	2.19971	2.199707	2.199707
377	0.5	2.33301	2.333007	2.333007
14	0.0	2.39990	2.399902	2.399902
393	0.5	2.50000	2.5	2.5
10	0.0	2.59961	2.599609	2.599609
426	0.5	2.66650	2.666503	2.666503
2	0.0	2.75000	2.75	2.75
12	0.0	2.79980	2.799804	2.799804
512	0.6	2.83301	2.833007	2.833007
1879	2.3	3	3	3
638	0.8	3.16650	3.166503	3.166503
12	0.0	3.19971	3.199707	3.199707
4	0.0	3.25000	3.25	3.25
739	0.9	3.33301	3.333007	3.333007
12	0.0	3.39990	3.399902	3.399902
795	1.0	3.50000	3.5	3.5
15	0.0	3.59961	3.599609	3.599609
1025	1.2	3.66650	3.666503	3.666503
10	0.0	3.79980	3.799804	3.799804
1349	1.6	3.83301	3.833007	3.833007
5734	6.9	4	4	4
786	1.0	4.16602	4.166015	4.166015
18	0.0	4.19922	4.199218	4.199218
682	0.8	4.33301	4.333007	4.333007
9	0.0	4.39941	4.399414	4.399414
528	0.6	4.50000	4.5	4.5
5	0.0	4.59961	4.599609	4.599609
651	0.8	4.66602	4.666015	4.666015
1	0.0	4.75000	4.75	4.75
12	0.0	4.79980	4.799804	4.799804

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WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

SUPSAT

Tab: Supervisor Satisfaction scale: Assess the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0495-0498	4	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
901	1.1	4.83301	4.833007	4.833007
5027	6.1	5	5	5
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA041H More than one race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0499-0500	2	MULTRAC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
23442	28.2	1	1	Marked one race
845	1.0	2	2	Marked more than one race
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

CWORKSAT                      Tab: Coworker satisfaction scale: Coworker satisfaction can be defined as satisfaction with coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0501-0502	2	WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2555	3.1	-9	.	No response
56487	68.0	-1	.B	No survey return
133	0.2	1	1	1
32	0.0	1.19995	1.199951	1.199951
1	0.0	1.25000	1.25	1.25
53	0.1	1.39990	1.399902	1.399902
8	0.0	1.50000	1.5	1.5
54	0.1	1.59985	1.599853	1.599853
4	0.0	1.75000	1.75	1.75
115	0.1	1.79980	1.799804	1.799804
219	0.3	2	2	2
235	0.3	2.19971	2.199707	2.199707
10	0.0	2.25000	2.25	2.25
336	0.4	2.39990	2.399902	2.399902
20	0.0	2.50000	2.5	2.5
421	0.5	2.59961	2.599609	2.599609
23	0.0	2.75000	2.75	2.75
576	0.7	2.79980	2.799804	2.799804
1665	2.0	3	3	3
949	1.1	3.19971	3.199707	3.199707
34	0.0	3.25000	3.25	3.25
1	0.0	3.33301	3.333007	3.333007
1086	1.3	3.39990	3.399902	3.399902
54	0.1	3.50000	3.5	3.5
1725	2.1	3.59961	3.599609	3.599609
1	0.0	3.66650	3.666503	3.666503
68	0.1	3.75000	3.75	3.75
2371	2.9	3.79980	3.799804	3.799804
7324	8.8	4	4	4
1150	1.4	4.19922	4.199218	4.199218
38	0.1	4.25000	4.25	4.25
822	1.0	4.39941	4.399414	4.399414
28	0.0	4.50000	4.5	4.5
811	1.0	4.59961	4.599609	4.599609
3	0.0	4.66602	4.666015	4.666015
20	0.0	4.75000	4.75	4.75
867	1.0	4.79980	4.799804	4.799804
2798	3.4	5	5	5
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WORKSAT

Tab: Work satisfaction scale: Work satisfaction can be defined as a sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0503-0504	2	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2615	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
241	0.3	1	1	1
88	0.1	1.25000	1.25	1.25
1	0.0	1.33325	1.333251	1.333251
139	0.2	1.50000	1.5	1.5
3	0.0	1.66650	1.666503	1.666503
148	0.2	1.75000	1.75	1.75
409	0.5	2	2	2
379	0.5	2.25000	2.25	2.25
5	0.0	2.33301	2.333007	2.333007
567	0.7	2.50000	2.5	2.5
14	0.0	2.66650	2.666503	2.666503
555	0.7	2.75000	2.75	2.75
1721	2.1	3	3	3
1147	1.4	3.25000	3.25	3.25
25	0.0	3.33301	3.333007	3.333007
1514	1.8	3.50000	3.5	3.5
25	0.0	3.66650	3.666503	3.666503
1876	2.3	3.75000	3.75	3.75
6618	8.0	4	4	4
1511	1.8	4.25000	4.25	4.25
21	0.0	4.33301	4.333007	4.333007
1147	1.4	4.50000	4.5	4.5
20	0.0	4.66602	4.666015	4.666015
1088	1.3	4.75000	4.75	4.75
4733	5.7	5	5	5
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

COHESION

Tab: Unit cohesion: Unit cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0505-0506	2	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2637	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
203	0.2	1	1	1
40	0.1	1.25000	1.25	1.25
86	0.1	1.50000	1.5	1.5
109	0.1	1.75000	1.75	1.75
353	0.4	2	2	2
244	0.3	2.25000	2.25	2.25
6	0.0	2.33301	2.333007	2.333007
445	0.5	2.50000	2.5	2.5
1	0.0	2.66650	2.666503	2.666503
517	0.6	2.75000	2.75	2.75
2411	2.9	3	3	3
1235	1.5	3.25000	3.25	3.25
10	0.0	3.33301	3.333007	3.333007
1993	2.4	3.50000	3.5	3.5
17	0.0	3.66650	3.666503	3.666503
2335	2.8	3.75000	3.75	3.75
7829	9.4	4	4	4
1139	1.4	4.25000	4.25	4.25
4	0.0	4.33301	4.333007	4.333007
942	1.1	4.50000	4.5	4.5
4	0.0	4.66602	4.666015	4.666015
837	1.0	4.75000	4.75	4.75
3213	3.9	5	5	5
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

GENHEAL

Tab: General Health scale: Designed to provide a self-assessment of overall physical well-being

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0507-0508	2	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2673	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
45	0.1	1	1	1
41	0.1	1.25000	1.25	1.25
2	0.0	1.33325	1.333251	1.333251
74	0.1	1.50000	1.5	1.5
2	0.0	1.66650	1.666503	1.666503
143	0.2	1.75000	1.75	1.75
281	0.3	2	2	2
502	0.6	2.25000	2.25	2.25
14	0.0	2.33301	2.333007	2.333007
1032	1.2	2.50000	2.5	2.5
28	0.0	2.66650	2.666503	2.666503
1413	1.7	2.75000	2.75	2.75
4536	5.5	3	3	3
3420	4.1	3.25000	3.25	3.25
57	0.1	3.33301	3.333007	3.333007
4731	5.7	3.50000	3.5	3.5
29	0.0	3.66650	3.666503	3.666503
2742	3.3	3.75000	3.75	3.75
4845	5.8	4	4	4
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

PHYSHEAL

Tab: Physical Health scale: Designed to provide a self-assessment of general physical health

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0509-0510	2	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2958	3.6	-9	.	No response
56487	68.0	-1	.B	No survey return
172	0.2	1	1	1
60	0.1	1.25000	1.25	1.25
1	0.0	1.33325	1.333251	1.333251
68	0.1	1.50000	1.5	1.5
3	0.0	1.66650	1.666503	1.666503
113	0.1	1.75000	1.75	1.75
486	0.6	2	2	2
278	0.3	2.25000	2.25	2.25
10	0.0	2.33301	2.333007	2.333007
502	0.6	2.50000	2.5	2.5
23	0.0	2.66650	2.666503	2.666503
604	0.7	2.75000	2.75	2.75
2340	2.8	3	3	3
1246	1.5	3.25000	3.25	3.25
32	0.0	3.33301	3.333007	3.333007
1479	1.8	3.50000	3.5	3.5
21	0.0	3.66650	3.666503	3.666503
1844	2.2	3.75000	3.75	3.75
14370	17.3	4	4	4
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

STRESS

Tab: Perceived stress scale: Perceived stress can be defined as Reserve component members' stress levels, measured by emotional experiences/reactions in the month prior to taking this survey

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0511-0514	4	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4050	4.9	-9	.	No response
56487	68.0	-1	.B	No survey return
256	0.3	0	0	0
180	0.2	1	1	1
271	0.3	2	2	2
304	0.4	3	3	3
532	0.6	4	4	4
547	0.7	5	5	5
664	0.8	6	6	6
795	1.0	7	7	7
938	1.1	8	8	8
1009	1.2	9	9	9
1246	1.5	10	10	10
1330	1.6	11	11	11
1320	1.6	12	12	12
1420	1.7	13	13	13
1339	1.6	14	14	14
1215	1.5	15	15	15
1324	1.6	16	16	16
1154	1.4	17	17	17
1198	1.4	18	18	18
975	1.2	19	19	19
1517	1.8	20	20	20
649	0.8	21	21	21
522	0.6	22	22	22
353	0.4	23	23	23
336	0.4	24	24	24
249	0.3	25	25	25
186	0.2	26	26	26
148	0.2	27	27	27
139	0.2	28	28	28
103	0.1	29	29	29
84	0.1	30	30	30
68	0.1	31	31	31
67	0.1	32	32	32
38	0.1	33	33	33
25	0.0	34	34	34
21	0.0	35	35	35
9	0.0	36	36	36
12	0.0	37	37	37
6	0.0	38	38	38

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WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

STRESS

Tab: Perceived stress scale: Perceived stress can be defined as Reserve component members' stress levels, measured by emotional experiences/reactions in the month prior to taking this survey

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0511-0514	4	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	39	39	39
8	0.0	40	40	40
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA055R

Tab bar: Based on Q53-54, would you say that the  
experiences you reported happening are racial/ethnic  
harassment or discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0515-0516	2	WE021_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
290	0.4	-9	.	No response
37	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1281	1.5	-4	.I	Incomplete grid
12917	15.5	-6	.N	Not applicable
9995	12.0	1	1	No
2090	2.5	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

INC\_MS                      Member experiences of Harassment/Discrimination in the DoD  
Community: Q53A-O and Q54A-R and Q55

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0517-0518	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
24520	29.5	1	1	Not experienced
2090	2.5	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

INC\_MIL                      Member experiences of Harassment/Discrimination in the DoD  
Community: Q53A-O and Q54A-R

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0519-0520	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
12917	15.5	1	1	Not experienced
13693	16.5	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

DODOFF                      Offensive encounters that were harassment/discrimination in  
the DoD Community: Q53 A-J and Q55

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0521-0522	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
24822	29.9	1	1	Not experienced
1788	2.2	2	2	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

DODTHRT Harm or threat of harm from military personnel, DoD/DHS  
civilian employees and or/contractors: Q53K-Q53N and Q55

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0523-0524	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
26089	31.4	1	1	Not experienced
521	0.6	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

ASSIGN Assignment/Career discrimination: Q54E, Q54J-Q54N, Q54Q,  
and Q55 Exclude Q54A-Q54D, Q54F-Q54I, Q54O-Q54P, AND Q54R

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0525-0526	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
24990	30.1	1	1	Not experienced
1620	2.0	2	2	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

EVAL                      Evaluation discrimination due to race/ethnicity: Q54A-Q54D  
and Q55

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0527-0528	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
25194	30.3	1	1	Not experienced
1416	1.7	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

TESTSCR Training/test score dicrimination that reflects  
racial/ethnic harassmt/discrimination: Q54F-Q54I AND Q55

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0529-0530	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
25778	31.0	1	1	Not experienced
832	1.0	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

PUNISH

Tab: Undue punishment due to racial/ethnic  
harassment/discrimination: Q540-Q54P AND Q55

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0531-0532	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
26010	31.3	1	1	Not experienced
600	0.7	2	2	Experienced
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA057AR                      Tab: What behavior(s) did you experience during the situation that bothered you the most? Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0533-0534	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1469	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10648	12.8	1	1	No
1576	1.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA057BR

Tab: What behavior(s) did you experience during the situation that bothered you the most? Race/ethnic-related threats, intimidation, vandalism, or physical assault.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0535-0536	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1469	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11859	14.3	1	1	No
365	0.4	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA057CR

Tab: What behavior(s) did you experience during the situation that bothered you the most? Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0537-0538	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1469	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10719	12.9	1	1	No
1505	1.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA057DR

Tab: What behavior(s) did you experience during the situation that bothered you the most? Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0539-0540	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1469	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10989	13.2	1	1	No
1235	1.5	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA057ER

Tab: What behavior(s) did you experience during the situation that bothered you the most? Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0541-0542	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1469	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11818	14.2	1	1	No
406	0.5	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA057FR

Tab: What behavior(s) did you experience during the situation that bothered you the most? Unfair training scores, and/or lack or access to schools/training because of your race/ethnicity.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0543-0544	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1469	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11611	14.0	1	1	No
613	0.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA057GR

Tab: What behavior(s) did you experience during the situation that bothered you the most? Other ways in which you have been hurt because of your ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0545-0546	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1469	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11284	13.6	1	1	No
940	1.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA062AR

Tab: Did any of the behaviors in the situation on base  
occur: At your military work (the place where you perform  
you military duties?)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0547-0548	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
47	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3983	4.8	-6	.N	Not applicable
4670	5.6	1	1	No
4993	6.0	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA062BR                      Tab: Did any of the behaviors in the situation on base  
   occur: During duty hours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0549-0550	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
47	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3983	4.8	-6	.N	Not applicable
4416	5.3	1	1	No
5247	6.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA062CR

Tab: Did any of the behaviors in the situation on base  
occur: In a military work environment where members of you  
racial/ethnic background are uncommon?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0551-0552	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
47	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3983	4.8	-6	.N	Not applicable
7110	8.6	1	1	No
2553	3.1	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA062DR

Tab: Did any of the behaviors in the situation on base  
occur: At a military non-work location (for example, gym,  
quarters/housing, exchange/commissary, bowling alley)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0553-0554	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
47	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3983	4.8	-6	.N	Not applicable
8223	9.9	1	1	No
1440	1.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

CIVLOC

Tab: Did any of the behaviors in the situation occur at  
your civilian job or at your civilian school?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0555-0556	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2298	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9541	11.5	1	1	No
1854	2.2	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

MILCIV                      Tab: What was the organizational affiliation of the  
person(s) involved?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0557-0558	2	MILCIV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7394	8.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
5272	6.3	1	1	Military only
810	1.0	2	2	Both military and civilian
217	0.3	3	3	Civilian only
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA067AR                      Tab: As a result of the situation did you: Try to ignore  
the behavior?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0559-0560	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3454	4.2	1	1	No
6355	7.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA067BR                      Tab: As a result of the situation did you: Try to avoid the  
person(s) who bothered you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0561-0562	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
4887	5.9	1	1	No
4922	5.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA067CR                      Tab: As a result of the situation did you: Tell the  
person(s) to stop?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0563-0564	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6257	7.5	1	1	No
3552	4.3	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WEA067DR                      Tab: As a result of the situation did you: Ask someone else  
to speak to the person(s) for you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0565-0566	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7572	9.1	1	1	No
2237	2.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA067ER                      Tab: As a result of the situation did you: Settle it  
yourself physically?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0567-0568	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9214	11.1	1	1	No
595	0.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA067FR

Tab: As a result of the situation did you: Call a hotline  
for advice/information (no complaint)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0569-0570	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9329	11.2	1	1	No
480	0.6	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WEA067GR                      Tab: As a result of the situation did you: Request a  
transfer?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0571-0572	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8802	10.6	1	1	No
1007	1.2	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA067HR

Tab: As a result of the situation did you: Think about  
getting out of your National Guard/Reserve component?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0573-0574	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7510	9.0	1	1	No
2299	2.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA067IR                      Tab: As a result of the situation did you: Accomplish less  
than you would like at your military work?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0575-0576	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7608	9.2	1	1	No
2201	2.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

REPORT

Tab: Did you report this situation to any of the following  
National Guard/Reserve/DoD/DHS individuals or  
organizations?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0577-0578	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3925	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6795	8.2	1	1	No
2973	3.6	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

RETAL

Tab: What types of retaliation did you experience as a  
result of reporting the situation?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0579-0580	2	RETAL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
129	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
294	0.4	1	1	Professional retaliation
367	0.4	2	2	Both professional and social retaliation
234	0.3	3	3	Social retaliation
1949	2.4	4	4	Neither professional nor social retaliation
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074AR                      Tab: Reasons for not reporting? You thought it was not  
important enough to report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0581-0582	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
2981	3.6	1	1	No
3478	4.2	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074BR                      Tab: Reasons for not reporting? You did not know how to  
report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0583-0584	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5641	6.8	1	1	No
818	1.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074CR                      Tab: Reasons for not reporting? You felt uncomfortable  
making a report

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0585-0586	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5053	6.1	1	1	No
1406	1.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074DR                      Tab: Reasons for not reporting? You took care of the  
problem yourself

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0587-0588	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
3873	4.7	1	1	No
2586	3.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074ER                      Tab: Reasons for not reporting? You did not think anything  
would be done

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0589-0590	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
4643	5.6	1	1	No
1816	2.2	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074FR                      Tab: Reasons for not reporting? You thought you would not  
be believed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0591-0592	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5564	6.7	1	1	No
895	1.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074GR                      Tab: Reasons for not reporting? You thought reporting would  
take too much time and effort

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0593-0594	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5014	6.0	1	1	No
1445	1.7	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074HR                      Tab: Reasons for not reporting? You thought you would be  
labeled a troublemaker

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0595-0596	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
4907	5.9	1	1	No
1552	1.9	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074IR                      Tab: Reasons for not reporting? You thought it would make  
your work situation unpleasant

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0597-0598	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
4652	5.6	1	1	No
1807	2.2	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074JR                      Tab: Reasons for not reporting? You thought your performance  
evaluation or chance for promotion would suffer

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0599-0600	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5205	6.3	1	1	No
1254	1.5	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074KR                      Tab: Reasons for not reporting? You were afraid of  
retaliation/reprisals from the person(s) who did it or from  
their friends

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0601-0602	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5350	6.4	1	1	No
1109	1.3	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA074LR                      Tab: Reasons for not reporting? You were afraid of  
retaliation/reprisals from you chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0603-0604	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5429	6.5	1	1	No
1030	1.2	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WEA074MR

WEA074MR Tab: Reasons for not reporting? You did not know  
the identity of the person(s) who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0605-0606	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
336	0.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5555	6.7	1	1	No
904	1.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

INCIDENT                      Experience of any type of bothersome race/ethnic related-  
behaviors or situations: Q53A-Q53O, Q54A-Q54R, AND Q75A-  
Q75O

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0607-0608	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
11878	14.3	1	1	Not experienced
14732	17.7	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA076R

Tab bar: Based on Q75, would you say that the experiences  
you reported happening are racial/ethnic harassment or  
discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0609-0610	2	WE021_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
117	0.1	-9	.	No response
9	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
291	0.4	-4	.I	Incomplete grid
21077	25.4	-6	.N	Not applicable
2466	3.0	1	1	No
2650	3.2	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

INC\_COM                      Experience of harassment/discrimination in the civilian  
community: Q75a - Q750 and Q76

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0611-0612	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
21077	25.4	1	1	Not experienced
5533	6.7	2	2	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

INC\_CS                      Experience of harassment/discrimination in the civilian  
community: Q75a - Q750 and Q76

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0613-0614	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
23960	28.8	1	1	Not experienced
2650	3.2	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

COMOFF                      Offensive encounters with civilians: Q75A-Q75J AND Q76

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0615-0616	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
24008	28.9	1	1	Not experienced
2602	3.1	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

COMTHRT Harm or threat of harm from civilians around an  
installation: Q75K-Q75N and Q76

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0617-0618	2	EXP21_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
26055	31.4	1	1	Not experienced
555	0.7	2	2	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

SUMMARY

Tab: Summary Measure of Race/Ethnic Harassment and  
Discrimination Experiences

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0619-0620	2	SUMMARY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
1297	1.6	1	1	Reserve component member experiences of harassment/discrimination in the DoD community
1857	2.2	2	2	Reserve component member experiences of harassment/discrimination in the civilian community
793	1.0	3	3	Combination of Reserve component member/DoD and reserve component member/civilian community experiences
22663	27.3	4	4	Did not experience any racial/ethnic harassment or discrimination
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA077R

Tab bar: Do you think DoD/DHS and your National  
Guard/Reserve component have a responsibility to prevent  
the racial/ethnic harassment or discrimination by civilians  
which YOU MARKED AS HAPPENING TO YOU?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0621-0622	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
23960	28.8	-6	.N	Not applicable
1624	2.0	1	1	No
1008	1.2	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA082AR

Tab: At your military duty station-Would you know how to  
report experiences of race/ethnic harassment and/or  
discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0623-0624	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5160	6.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1950	2.4	1	1	No
19500	23.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA082BR                      Tab: At your military duty station-Is the availability of  
complaint hotlines publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0625-0626	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5160	6.2	-9	.	No response
56487	68.0	-1	.B	No survey return
4624	5.6	1	1	No
16826	20.3	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA087R                      Tab bar: During the past 12 months has someone asked you-To  
join an extremist organization or to participant in  
extremist activities?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0627-0628	2	WE020_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5212	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
21097	25.4	1	1	No
301	0.4	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA088R

Tab bar: Do you regularly read websites/literature of any groups that: Advocate the separation of people based on race/ethnicity; or Warn of the dangers of interactions between people of different races/ethnicities; or Point out the dangers of racial/ethnic diversity; or Point out the dangers of racial/ethnic tolerance.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0629-0630	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5293	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20530	24.7	1	1	No
787	1.0	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA089R

Tab bar: Do you agree with the ideals of any organizations that: Advocate the separation of people based on race/ethnicity; or Warn of the dangers of interactions between people of different races/ethnicities; or Point out the dangers of racial/ethnic diversity; or Point out the dangers of racial/ethnic tolerance.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0631-0632	2	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5574	6.7	-9	.	No response
56487	68.0	-1	.B	No survey return
19640	23.6	1	1	No
1396	1.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

WERA091R

Tab: In the past 12 months how many times have you had  
training from military sources on topics related to  
racial/ethnic harrassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0633-0634	2	TRAINED	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
177	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
5298	6.4	-6	.N	Not applicable
8	0.0	-7	.O	Out of range
5506	6.6	1	1	Not trained
6384	7.7	2	2	Trained once
5245	6.3	3	3	Trained twice
1724	2.1	4	4	Trained three times
939	1.1	5	5	Trained four times
1329	1.6	6	6	Trained five times or more
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

SURVFORM                      Survey form type

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0635-0636	2	SRVFORM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3689	4.4	1	1	Paper survey
22921	27.6	2	2	Web survey
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

CMTFLAG Additional Comment Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0637-0638	2	WE016_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
20972	25.2	1	1	No text entered
5638	6.8	2	2	Text entered
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

XPAY3L

Cross: Paygrade, 3 level WO and O combined

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0639-0640	2	XPAY3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
5751	6.9	1	1	E1-E4
12449	15.0	2	2	E5-E9
8407	10.1	3	3	Officers
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

XSEX

Cross: Respondent gender-Imputed from RSEX

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0641-0642	2	SEX	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
20153	24.3	1	1	Male
6457	7.8	2	2	Female
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was created primarily from self report data. When missing record data was used for imputation: RSEX, which was constructed from position 103 in RCCPDS.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

XPROGRAM                      Reserve or Program

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0643-0644	2	XPROG1_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3929	4.7	-6	.N	Not applicable
21149	25.5	1	1	Reserve Unit
1532	1.8	2	2	IMA
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

XPOPACT Cross: Pop Activated or not activated in the last 12 months.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0645-0646	2	ACTIVAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
123	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
5959	7.2	-6	.N	Not applicable
16836	20.3	1	1	Not Activated Past 12 Months
3692	4.4	2	2	Activated Past 12 Months
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

XPOPDEPLOY Cross: Population deployment in the past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0647-0648	2	DEPLOY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2068	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
18876	22.7	1	1	Not Deployed Past 12 Months
5666	6.8	2	2	Deployed Past 12 Months
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

XDEPLOYLOC Deployment to OIF/OEF past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0649-0650	2	DEPLOYC2_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2292	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
20522	24.7	1	1	Deployed past 12 months - Other Location
3796	4.6	2	2	Deployed past 12 months - OIF/OEF
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed for analysis from self report data (WERA038A-D)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

XRETH7L Cross: Race/ethnicity 7 level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0651-0652	2	XRETH7L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
4449	5.4	1	1	Hispanic
6711	8.1	2	2	White
7670	9.2	3	3	Black
1428	1.7	4	4	AIAN
4022	4.8	5	5	Asian
940	1.1	6	6	NHPI
1372	1.7	7	7	Two or more races
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis

XSRETH7L

Cross: Spouse Race/Ethnicity 7 Level - Not Imputed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0653-0654	2	XRETH7L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
203	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
6827	8.2	-6	.N	Not applicable
2846	3.4	1	1	Hispanic
8655	10.4	2	2	White
4569	5.5	3	3	Black
353	0.4	4	4	AIAN
2289	2.8	5	5	Asian
456	0.6	6	6	NHPI
412	0.5	7	7	Two or more races
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations

WEOR07ID Unique Identifier for the population

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0655-0662	8	7	NUM	8	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 829817.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting

ELIGFLGW

PopFlag: All

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0663-0664	2	ELIGFLG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23170	27.9	1	1	Eligible weighted
916	1.1	2	2	Ineligible weighted
58039	69.8	3	3	Non-response unweighted
972	1.2	4	4	Record Ineligible unweighted
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting

RKWGT00 FULL SAMPLE RAKED WEIGHT

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0665-0679	15	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 344.45640222.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting

TVSTR

Taylor Series Variance Estimation Stratum

OS DATA	
COLS	LENGTH
0680-0694	15

SAS DATA			
FORMAT	NAME	TYPE	LENGTH
	15	NUM	8
			15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 147.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting

TVSTRPOP Taylor Series Variance Estimation Stratum Population

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0695-0709	15	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 244 to 93706.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

SRSVC1                      Of which Reserve component were you a member on August 27,  
2007?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SRVC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
574	0.7	-9	.	No response
56487	68.0	-1	.B	No survey return
5356	6.5	1	1	Army National Guard
5526	6.7	2	2	Army Reserve
3941	4.7	3	3	Navy Reserve
1437	1.7	4	4	Marine Corps Reserve
4053	4.9	5	5	Air National Guard
3942	4.7	6	6	Air Force Reserve
967	1.2	7	7	Coast Guard Reserve
814	1.0	8	8	No Reserve component
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

SRSEX                      Are you...?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SEX	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1469	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
19065	22.9	1	1	Male
6076	7.3	2	2	Female
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

SRSVC1SK Skip: Service on 8/27/07

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
814	1.0	1	1	Not Asked
25796	31.0	2	2	Asked
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

SRGRADE What is your current paygrade? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	GRADE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1399	1.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
93	0.1	1	1	E-1
258	0.3	2	2	E-2
1333	1.6	3	3	E-3
3570	4.3	4	4	E-4
3860	4.7	5	5	E-5
3778	4.6	6	6	E-6
2746	3.3	7	7	E-7
974	1.2	8	8	E-8
381	0.5	9	9	E-9
123	0.2	11	11	W-1
238	0.3	12	12	W-2
211	0.3	13	13	W-3
174	0.2	14	14	W-4
49	0.1	15	15	W-5
452	0.5	21	21	O-1/O-1E
884	1.1	22	22	O-2/O-2E
1999	2.4	23	23	O-3/O-3E
1983	2.4	24	24	O-4
1572	1.9	25	25	O-5
530	0.6	26	26	O-6 or above
83097	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

SRHISPA1 Are you Spanish/Hispanic/Latino?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	HISPAN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1531	1.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20855	25.1	1	1	No, not Spanish/Hispanic/Latino
4223	5.1	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What is your race? Mark one or more races to indicate what race you consider yourself to be.

SRRACEA White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
14036	16.9	1	1	Not marked
10265	12.4	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What is your race? Mark one or more races to indicate what race you consider yourself to be.

SRRACEB Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
16514	19.9	1	1	Not marked
7787	9.4	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What is your race? Mark one or more races to indicate what race you consider yourself to be.

SRRACEC American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
22142	26.7	1	1	Not marked
2159	2.6	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What is your race? Mark one or more races to indicate what race you consider yourself to be.

SRRACED Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
19722	23.7	1	1	Not marked
4579	5.5	2	2	Marked
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What is your race? Mark one or more races to indicate what race you consider yourself to be.

SRRACEE Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
23082	27.8	1	1	Not marked
1219	1.5	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

SRHISPAS                      Is your spouse/significant other Spanish/Hispanic/Latino?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	HISPAN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
123	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6827	8.2	-6	.N	Not applicable
16813	20.2	1	1	No, not Spanish/Hispanic/Latino
2846	3.4	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
83097	100.0	TOTALS		

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

SRHISPASSK Is your spouse/significant other Spanish/Hispanic/Latino?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
6827	8.2	1	1	Not Asked
19783	23.8	2	2	Asked
83097	100.0	TOTALS		

"SRHISPASSK is an indicator of whether SRHISPAS, SRRACEAS, SRRACEBS, SRRACECS, SRRACEDS, SRRACEES were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((WERA011 = 2 OR WERA011 = 3) OR WERA011 = 4) OR WERA011 = 5) then SRHISPASSK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what race you consider your spouse/significant other to be.

SRRACEAS                      White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
953	1.2	-9	.	No response
56487	68.0	-1	.B	No survey return
6827	8.2	-6	.N	Not applicable
8141	9.8	1	1	Not marked
10689	12.9	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what race you consider your spouse/significant other to be.

SRRACEBS Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
953	1.2	-9	.	No response
56487	68.0	-1	.B	No survey return
6827	8.2	-6	.N	Not applicable
13915	16.8	1	1	Not marked
4915	5.9	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what race you consider your spouse/significant other to be.

SRRACECS American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
953	1.2	-9	.	No response
56487	68.0	-1	.B	No survey return
6827	8.2	-6	.N	Not applicable
18235	21.9	1	1	Not marked
595	0.7	2	2	Marked
83097	100.0	TOTALS		

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what race you consider your spouse/significant other to be.

SRRACEDS Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
953	1.2	-9	.	No response
56487	68.0	-1	.B	No survey return
6827	8.2	-6	.N	Not applicable
16282	19.6	1	1	Not marked
2548	3.1	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What race is your spouse/significant other? Mark one or more races to indicate what race you consider your spouse/significant other to be.

SRRACEES                      Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTMRK	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
953	1.2	-9	.	No response
56487	68.0	-1	.B	No survey return
6827	8.2	-6	.N	Not applicable
18197	21.9	1	1	Not marked
633	0.8	2	2	Marked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SRHISPASU = SRHISPAS, SRRACEASU = SRRACEAS, SRRACEBSU = SRRACEBS, SRRACECSU = SRRACECS, SRRACEDSU = SRRACEDS, SRRACEESU = SRRACEES, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If SRHISPASSK = 1 then do; SRHISPAS = .N; SRRACEAS = .N; SRRACEBS = .N; SRRACECS = .N; SRRACEDS = .N; SRRACEES = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA014                      How many years have you spent in military service? To  
                                 indicate less than 1 year, enter "0".

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		WE106_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1519	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
9	0.0	-7	.O	Out of range
380	0.5	0	0	0
847	1.0	1	1	1
939	1.1	2	2	2
954	1.2	3	3	3
1006	1.2	4	4	4
965	1.2	5	5	5
1027	1.2	6	6	6
987	1.2	7	7	7
877	1.1	8	8	8
746	0.9	9	9	9
929	1.1	10	10	10
713	0.9	11	11	11
837	1.0	12	12	12
700	0.8	13	13	13
816	1.0	14	14	14
872	1.1	15	15	15
820	1.0	16	16	16
1006	1.2	17	17	17
1195	1.4	18	18	18
1004	1.2	19	19	19
1111	1.3	20	20	20
862	1.0	21	21	21
849	1.0	22	22	22
718	0.9	23	23	23
737	0.9	24	24	24
590	0.7	25	25	25
513	0.6	26	26	26
502	0.6	27	27	27
343	0.4	28	28	28
214	0.3	29	29	29
260	0.3	30	30	30
157	0.2	31	31	31
139	0.2	32	32	32
107	0.1	33	33	33
75	0.1	34	34	34
285	0.3	35	35	35
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA016SK Skip: In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
6827	8.2	1	1	Not Asked
19783	23.8	2	2	Asked
83097	100.0	TOTALS		

"WEA016SK is an indicator of whether WEA016 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WEA011 = 2 OR WEA011 = 3) OR WEA011 = 4) OR WEA011 = 5) then WEA016SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

If you had a close personal friend considering military service,  
would you recommend that he/she join? Mark "Yes" or "No" for each  
item.

WERA022A                      A friend who is White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2215	2.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2378	2.9	1	1	No
22016	26.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

If you had a close personal friend considering military service,  
would you recommend that he/she join? Mark "Yes" or "No" for each  
item.

WERA022B                      A friend who is Black or African American

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2244	2.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2774	3.3	1	1	No
21591	26.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

If you had a close personal friend considering military service,  
would you recommend that he/she join? Mark "Yes" or "No" for each  
item.

WERA022C                      A friend who is American Indian or Alaska Native

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2314	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
2959	3.6	1	1	No
21337	25.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

If you had a close personal friend considering military service,  
would you recommend that he/she join? Mark "Yes" or "No" for each  
item.

WERA022D                      A friend who is Asian (for example, Asian Indian, Chinese,  
Filipino, Japanese, Korean, or Vietnamese)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2242	2.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2852	3.4	1	1	No
21515	25.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

If you had a close personal friend considering military service,  
would you recommend that he/she join? Mark "Yes" or "No" for each  
item.

WERA022E                      A friend who is Native Hawaiian or other Pacific Islander  
(for example, Samoan, Guamanian or Chamorro)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2275	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
2876	3.5	1	1	No
21459	25.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

If you had a close personal friend considering military service,  
would you recommend that he/she join? Mark "Yes" or "No" for each  
item.

WERA022F A friend who is Spanish/Hispanic/Latino

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2240	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
2720	3.3	1	1	No
21650	26.1	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA022SPSK                      How does race/ethnicity influence whether you would  
recommend military service to a close personal friend?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
23170	27.9	1	1	Not Asked
3440	4.1	2	2	Asked
83097	100.0	TOTALS		

"WEA022SPSK is an indicator of whether WEA022SP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((WEA022A = 1 OR WEA022B = 1) OR WEA022C = 1) OR WEA022D = 1) OR WEA022E = 1) OR WEA022F = 1) then WEA022SPSK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA023                      In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? To indicate none, enter "0".

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE106_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 365.

Values range from 0 to 365 days.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA024                      In the past 12 months, how many nights did you spend away from your home because of your military duties? Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE106_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 365.

Values range from 0 to 365 days.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA027                      Are you currently a member of the National Guard/Reserve on  
full-time active duty (AGR/FTS/AR)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2034	2.5	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
17624	21.2	1	1	No
6947	8.4	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA028

Are you a military technician?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE029_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
222	0.3	-9	.	No response
56487	68.0	-1	.B	No survey return
14642	17.6	-6	.N	Not applicable
1850	2.2	1	1	Yes, I am currently a military technician
58	0.1	2	2	Yes, in the week before my current activation I was a military technician
9838	11.8	3	3	No
83097	100.0	TOTALS		

WERA028U = WERA028, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA028SK = 1 then do; WERA028 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA028SK Are you a military technician?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
14642	17.6	1	1	Not Asked
11968	14.4	2	2	Asked
83097	100.0	TOTALS		

"WEA028SK is an indicator of whether WEA028 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((SRSVC1 = 1 OR SRSVC1 = 2) OR SRSVC1 = 5) OR SRSVC1 = 6) AND WEA027 = 1) then WEA028SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA029SK Do you have a civilian job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
9059	10.9	1	1	Not Asked
17551	21.1	2	2	Asked
83097	100.0	TOTALS		

"WEA029SK is an indicator of whether WERA029, WERA030, WERA031 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If WERA027 = 1 then WERA029SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA032SK                      Was at least one of your activations in the past 12 months  
longer than 30 consecutive days?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
22918	27.6	1	1	Not Asked
3692	4.4	2	2	Asked
83097	100.0	TOTALS		

"WEA032SK is an indicator of whether WEA032 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (WEA027 = 1 AND WEA031 = 2) then WEA032SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA033SK                      In the past 12 months, have your activation(s) for more  
than 30 consecutive days been voluntary, involuntary, or  
both?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
23428	28.2	1	1	Not Asked
3182	3.8	2	2	Asked
83097	100.0	TOTALS		

"WEA033SK is an indicator of whether WERA033, WERA034 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WEA027 = 1 AND WERA031 = 2) AND WERA032 = 2) then WERA033SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA035SK                      In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
24285	29.2	1	1	Not Asked
2325	2.8	2	2	Asked
83097	100.0	TOTALS		

"WEA035SK is an indicator of whether WEA035 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((WEA027 = 1 AND WEA031 = 2) AND WEA032 = 2) AND WEA034 = 2) then WEA035SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA036SK Are you currently activated?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
22918	27.6	1	1	Not Asked
3692	4.4	2	2	Asked
83097	100.0	TOTALS		

"WEA036SK is an indicator of whether WEA036 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (WEA027 = 1 AND WEA031 = 2) then WEA036SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
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WEA037SK Are you currently deployed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
19031	22.9	1	1	Not Asked
7579	9.1	2	2	Asked
83097	100.0	TOTALS		

"WEA037SK is an indicator of whether WEA037 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((WEA027 = 1 AND WEA031 = 2) AND WEA032 = 2) AND WEA034 = 2) AND WEA036 = 2) OR WEA027 = 2) then WEA037SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Since September 11, 2001, have you been deployed for any of the following operations? Mark one answer for each item.

WERA038A                      Operation Noble Eagle (airport security)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE023_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6965	8.4	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
367	0.4	1	1	Yes, in the past 12 months
1954	2.4	2	2	Yes, but not in the past 12 months
17320	20.8	3	3	No
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Since September 11, 2001, have you been deployed for any of the following operations? Mark one answer for each item.

WERA038B                      Operation Enduring Freedom (Afghanistan)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE023_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6360	7.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1185	1.4	1	1	Yes, in the past 12 months
2848	3.4	2	2	Yes, but not in the past 12 months
16214	19.5	3	3	No
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Since September 11, 2001, have you been deployed for any of the following operations? Mark one answer for each item.

WERA038C                      Operation Iraqi Freedom

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE023_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4037	4.9	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3131	3.8	1	1	Yes, in the past 12 months
6025	7.3	2	2	Yes, but not in the past 12 months
13414	16.1	3	3	No
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Since September 11, 2001, have you been deployed for any of the following operations? Mark one answer for each item.

WERA038D

Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE023_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7194	8.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1780	2.1	1	1	Yes, in the past 12 months
3167	3.8	2	2	Yes, but not in the past 12 months
14467	17.4	3	3	No
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
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WEA039                      How long have you been in your present military unit? To indicate less than one year, enter "0".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE106_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2146	2.6	-9	.	No response
56487	68.0	-1	.B	No survey return
15	0.0	-7	.O	Out of range
3922	4.7	0	0	0
3705	4.5	1	1	1
3544	4.3	2	2	2
2572	3.1	3	3	3
1734	2.1	4	4	4
1207	1.5	5	5	5
1170	1.4	6	6	6
1047	1.3	7	7	7
715	0.9	8	8	8
540	0.7	9	9	9
642	0.8	10	10	10
399	0.5	11	11	11
418	0.5	12	12	12
269	0.3	13	13	13
260	0.3	14	14	14
316	0.4	15	15	15
224	0.3	16	16	16
238	0.3	17	17	17
228	0.3	18	18	18
179	0.2	19	19	19
219	0.3	20	20	20
141	0.2	21	21	21
125	0.2	22	22	22
110	0.1	23	23	23
88	0.1	24	24	24
72	0.1	25	25	25
67	0.1	26	26	26
67	0.1	27	27	27
40	0.1	28	28	28
25	0.0	29	29	29
43	0.1	30	30	30
31	0.0	31	31	31
16	0.0	32	32	32
12	0.0	33	33	33
11	0.0	34	34	34
53	0.1	35	35	35
83097	100.5	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA053SPSK Please specify the other race/ethnic-related experiences.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
25090	30.2	1	1	Not Asked
1520	1.8	2	2	Asked
83097	100.0	TOTALS		

"WEA053SPSK is an indicator of whether WEA053SP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If WEA0530 > 1 then WEA053SPSK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA054SPSK            Please specify what other bothersome experiences you have  
had at your military job.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
23379	28.1	1	1	Not Asked
3231	3.9	2	2	Asked
83097	100.0	TOTALS		

"WEA054SPSK is an indicator of whether WEA054SP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (WEA054R = 1 OR WEA054R = 2) then WEA054SPSK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA055                      Based on your responses to the previous questions, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	HARDIS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
290	0.4	-9	.	No response
37	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1281	1.5	-4	.I	Incomplete grid
12917	15.5	-6	.N	Not applicable
300	0.4	1	1	Yes, racial/ethnic harassment
1022	1.2	2	2	Yes, racial/ethnic discrimination
768	0.9	3	3	Yes, both racial/ethnic harassment and discrimination
9995	12.0	4	4	No, neither racial/ethnic harassment nor discrimination
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA055U = WEA055, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA055SK = 1 then do; WEA055 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA055SK Based on your responses to the previous questions, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
12917	15.5	1	1	Not Asked
13693	16.5	2	2	Asked
83097	100.0	TOTALS		

"WEA055SK is an indicator of whether WEA055 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If  
 (((((((((((((((((WEA053A > 1 OR WEA053B > 1) OR WEA053C > 1) OR WEA053D > 1)  
 OR WEA053E > 1) OR WEA053F > 1) OR WEA053G > 1) OR WEA053H > 1) OR  
 WEA053I > 1) OR WEA053J > 1) OR WEA053K > 1) OR WEA053L > 1) OR WEA053M >  
 1) OR WEA053N > 1) OR WEA053O > 1) OR (((((((((((((((((WEA054A = 1 OR  
 WEA054A = 2) OR (WEA054B = 1 OR WEA054B = 2)) OR (WEA054C = 1 OR WEA054C  
 = 2)) OR (WEA054D = 1 OR WEA054D = 2)) OR (WEA054E = 1 OR WEA054E = 2)) OR  
 (WEA054F = 1 OR WEA054F = 2)) OR (WEA054G = 1 OR WEA054G = 2)) OR  
 (WEA054H = 1 OR WEA054H = 2)) OR (WEA054I = 1 OR WEA054I = 2)) OR  
 (WEA054J = 1 OR WEA054J = 2)) OR (WEA054K = 1 OR WEA054K = 2)) OR  
 (WEA054L = 1 OR WEA054L = 2)) OR (WEA054M = 1 OR WEA054M = 2)) OR  
 (WEA054N = 1 OR WEA054N = 2)) OR (WEA054O = 1 OR WEA054O = 2)) OR  
 (WEA054P = 1 OR WEA054P = 2)) OR (WEA054Q = 1 OR WEA054Q = 2)) OR  
 (WEA054R = 1 OR WEA054R = 2))) then WEA055SK = 2 (Asked)."



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WEA056SK Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
24520	29.5	1	1	Not Asked
2090	2.5	2	2	Asked
83097	100.0	TOTALS		

"WEA056SK is an indicator of whether WEA056 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If  
 (((((((((((((((((WEA053A > 1 OR WEA053B > 1) OR WEA053C > 1) OR WEA053D > 1) OR WEA053E > 1) OR WEA053F > 1) OR WEA053G > 1) OR WEA053H > 1) OR WEA053I > 1) OR WEA053J > 1) OR WEA053K > 1) OR WEA053L > 1) OR WEA053M > 1) OR WEA053N > 1) OR WEA053O > 1) OR (((((((((((((((((WEA054A = 1 OR WEA054A = 2) OR (WEA054B = 1 OR WEA054B = 2)) OR (WEA054C = 1 OR WEA054C = 2)) OR (WEA054D = 1 OR WEA054D = 2)) OR (WEA054E = 1 OR WEA054E = 2)) OR (WEA054F = 1 OR WEA054F = 2)) OR (WEA054G = 1 OR WEA054G = 2)) OR (WEA054H = 1 OR WEA054H = 2)) OR (WEA054I = 1 OR WEA054I = 2)) OR (WEA054J = 1 OR WEA054J = 2)) OR (WEA054K = 1 OR WEA054K = 2)) OR (WEA054L = 1 OR WEA054L = 2)) OR (WEA054M = 1 OR WEA054M = 2)) OR (WEA054N = 1 OR WEA054N = 2)) OR (WEA054O = 1 OR WEA054O = 2)) OR (WEA054P = 1 OR WEA054P = 2)) OR (WEA054Q = 1 OR WEA054Q = 2)) OR (WEA054R = 1 OR WEA054R = 2))) AND ((WEA055 = 1 OR WEA055 = 2) OR WEA055 = 3)) then WEA056SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WEA057A                      Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1526	1.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10590	12.7	1	1	No
1576	1.9	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA057AU = WEA057A, WEA057BU = WEA057B, WEA057CU = WEA057C, WEA057DU = WEA057D, WEA057EU = WEA057E, WEA057FU = WEA057F, WEA057GU = WEA057G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA057SK = 1 then do; WEA057A = .N; WEA057B = .N; WEA057C = .N; WEA057D = .N; WEA057E = .N; WEA057F = .N; WEA057G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA057SK                      Offensive race/ethnic-related speech, pictures/printed  
material, non-verbal looks, or dress

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
12917	15.5	1	1	Not Asked
13693	16.5	2	2	Asked
83097	100.0	TOTALS		

"WEA057SK is an indicator of whether WERA057A, WERA057B, WERA057C, WERA057D, WERA057E, WERA057F, WERA057G were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WEA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((((((((WEA054A = 1 OR WERA054A = 2) OR (WEA054B = 1 OR WERA054B = 2)) OR (WEA054C = 1 OR WERA054C = 2)) OR (WEA054D = 1 OR WERA054D = 2)) OR (WEA054E = 1 OR WERA054E = 2)) OR (WEA054F = 1 OR WERA054F = 2)) OR (WEA054G = 1 OR WERA054G = 2)) OR (WEA054H = 1 OR WERA054H = 2)) OR (WEA054I = 1 OR WERA054I = 2)) OR (WEA054J = 1 OR WERA054J = 2)) OR (WEA054K = 1 OR WERA054K = 2)) OR (WEA054L = 1 OR WERA054L = 2)) OR (WEA054M = 1 OR WERA054M = 2)) OR (WEA054N = 1 OR WERA054N = 2)) OR (WEA054O = 1 OR WERA054O = 2)) OR (WEA054P = 1 OR WERA054P = 2)) OR (WEA054Q = 1 OR WERA054Q = 2)) OR (WEA054R = 1 OR WERA054R = 2))) then WEA057SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057B Race/ethnic-related threats, intimidation, vandalism, or physical assault

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1539	1.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11789	14.2	1	1	No
365	0.4	2	2	Yes
83097	100.0	TOTALS		

WERA057AU = WERA057A, WERA057BU = WERA057B, WERA057CU = WERA057C, WERA057DU = WERA057D, WERA057EU = WERA057E, WERA057FU = WERA057F, WERA057GU = WERA057G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA057SK = 1 then do; WERA057A = .N; WERA057B = .N; WERA057C = .N; WERA057D = .N; WERA057E = .N; WERA057F = .N; WERA057G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
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Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057C                      Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1541	1.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10647	12.8	1	1	No
1505	1.8	2	2	Yes
83097	100.0	TOTALS		

WERA057AU = WERA057A, WERA057BU = WERA057B, WERA057CU = WERA057C, WERA057DU = WERA057D, WERA057EU = WERA057E, WERA057FU = WERA057F, WERA057GU = WERA057G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA057SK = 1 then do; WERA057A = .N; WERA057B = .N; WERA057C = .N; WERA057D = .N; WERA057E = .N; WERA057F = .N; WERA057G = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
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Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057D Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1552	1.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10906	13.1	1	1	No
1235	1.5	2	2	Yes
83097	100.0	TOTALS		

WERA057AU = WERA057A, WERA057BU = WERA057B, WERA057CU = WERA057C, WERA057DU = WERA057D, WERA057EU = WERA057E, WERA057FU = WERA057F, WERA057GU = WERA057G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA057SK = 1 then do; WERA057A = .N; WERA057B = .N; WERA057C = .N; WERA057D = .N; WERA057E = .N; WERA057F = .N; WERA057G = .N; end; .N = (Not Applicable)

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Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WEA057E Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1580	1.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11706	14.1	1	1	No
406	0.5	2	2	Yes
83097	100.0	TOTALS		

WEA057AU = WERA057A, WERA057BU = WERA057B, WERA057CU = WERA057C, WERA057DU = WERA057D, WERA057EU = WERA057E, WERA057FU = WERA057F, WERA057GU = WERA057G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA057SK = 1 then do; WERA057A = .N; WERA057B = .N; WERA057C = .N; WERA057D = .N; WERA057E = .N; WERA057F = .N; WERA057G = .N; end; .N = (Not Applicable)

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Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057F                      Unfair training scores, and/or lack of access to  
   schools/training because of your race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1565	1.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11515	13.9	1	1	No
613	0.7	2	2	Yes
83097	100.0	TOTALS		

WERA057AU = WERA057A, WERA057BU = WERA057B, WERA057CU = WERA057C, WERA057DU = WERA057D, WERA057EU = WERA057E, WERA057FU = WERA057F, WERA057GU = WERA057G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA057SK = 1 then do; WERA057A = .N; WERA057B = .N; WERA057C = .N; WERA057D = .N; WERA057E = .N; WERA057F = .N; WERA057G = .N; end; .N = (Not Applicable)



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Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WEA057G                      Other ways in which you have been bothered/hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1618	2.0	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11135	13.4	1	1	No
940	1.1	2	2	Yes
83097	100.0	TOTALS		

WEA057AU = WERA057A, WERA057BU = WERA057B, WERA057CU = WERA057C, WERA057DU = WERA057D, WERA057EU = WERA057E, WERA057FU = WERA057F, WERA057GU = WERA057G, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA057SK = 1 then do; WERA057A = .N; WERA057B = .N; WERA057C = .N; WERA057D = .N; WERA057E = .N; WERA057F = .N; WERA057G = .N; end; .N = (Not Applicable)

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WEA057SPSK                      Please specify the other way(s) you have been bothered or hurt.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
25670	30.9	1	1	Not Asked
940	1.1	2	2	Asked
83097	100.0	TOTALS		

"WEA057SPSK is an indicator of whether WEA057SP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If  
 (((((((((((((((((WEA053A > 1 OR WEA053B > 1) OR WEA053C > 1) OR WEA053D > 1) OR WEA053E > 1) OR WEA053F > 1) OR WEA053G > 1) OR WEA053H > 1) OR WEA053I > 1) OR WEA053J > 1) OR WEA053K > 1) OR WEA053L > 1) OR WEA053M > 1) OR WEA053N > 1) OR WEA053O > 1) OR (((((((((((((((((WEA054A = 1 OR WEA054A = 2) OR (WEA054B = 1 OR WEA054B = 2)) OR (WEA054C = 1 OR WEA054C = 2)) OR (WEA054D = 1 OR WEA054D = 2)) OR (WEA054E = 1 OR WEA054E = 2)) OR (WEA054F = 1 OR WEA054F = 2)) OR (WEA054G = 1 OR WEA054G = 2)) OR (WEA054H = 1 OR WEA054H = 2)) OR (WEA054I = 1 OR WEA054I = 2)) OR (WEA054J = 1 OR WEA054J = 2)) OR (WEA054K = 1 OR WEA054K = 2)) OR (WEA054L = 1 OR WEA054L = 2)) OR (WEA054M = 1 OR WEA054M = 2)) OR (WEA054N = 1 OR WEA054N = 2)) OR (WEA054O = 1 OR WEA054O = 2)) OR (WEA054P = 1 OR WEA054P = 2)) OR (WEA054Q = 1 OR WEA054Q = 2)) OR (WEA054R = 1 OR WEA054R = 2))) AND WEA057G = 2) then WEA057SPSK = 2 (Asked)."

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WEA058SK                      Annoying?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
12917	15.5	1	1	Not Asked
13693	16.5	2	2	Asked
83097	100.0	TOTALS		

"WEA058SK is an indicator of whether WERA058A, WERA058B, WERA058C, WERA058D, WERA058E, WERA059, WERA060, WERA061 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WEA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((((((((WEA054A = 1 OR WERA054A = 2) OR (WEA054B = 1 OR WERA054B = 2)) OR (WEA054C = 1 OR WERA054C = 2)) OR (WEA054D = 1 OR WERA054D = 2)) OR (WEA054E = 1 OR WERA054E = 2)) OR (WEA054F = 1 OR WERA054F = 2)) OR (WEA054G = 1 OR WERA054G = 2)) OR (WEA054H = 1 OR WERA054H = 2)) OR (WEA054I = 1 OR WERA054I = 2)) OR (WEA054J = 1 OR WERA054J = 2)) OR (WEA054K = 1 OR WERA054K = 2)) OR (WEA054L = 1 OR WERA054L = 2)) OR (WEA054M = 1 OR WERA054M = 2)) OR (WEA054N = 1 OR WERA054N = 2)) OR (WEA054O = 1 OR WERA054O = 2)) OR (WEA054P = 1 OR WERA054P = 2)) OR (WEA054Q = 1 OR WERA054Q = 2)) OR (WEA054R = 1 OR WERA054R = 2))) then WEA058SK = 2 (Asked) ."

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Did any of the behaviors in the situation on base occur... Mark  
"Yes" or "No" for each item.

WEA062A                      At your military work (the place where you perform your  
military duties)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6916	8.3	-6	.N	Not applicable
1717	2.1	1	1	No
4993	6.0	2	2	Yes
83097	100.0	TOTALS		

WEA062AU = WEA062A, WEA062BU = WEA062B, WEA062CU = WEA062C, WEA062DU =  
WEA062D, but are unedited for forward coding of non-applicable or missing  
response values. Here is how they are edited: If WEA062SK = 1 then do;  
WEA062A = .N; WEA062B = .N; WEA062C = .N; WEA062D = .N; end; .N = (Not  
Applicable)

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WEA062SK                      At your military work (the place where you perform your  
military duties)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
19833	23.9	1	1	Not Asked
6777	8.2	2	2	Asked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"WEA062SK is an indicator of whether WEA062A, WEA062B, WEA062C, WEA062D were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((WEA053A > 1 OR WEA053B > 1) OR WEA053C > 1) OR WEA053D > 1) OR WEA053E > 1) OR WEA053F > 1) OR WEA053G > 1) OR WEA053H > 1) OR WEA053I > 1) OR WEA053J > 1) OR WEA053K > 1) OR WEA053L > 1) OR WEA053M > 1) OR WEA053N > 1) OR WEA053O > 1) OR (((((((((((((((((((WEA054A = 1 OR WEA054A = 2) OR (WEA054B = 1 OR WEA054B = 2)) OR (WEA054C = 1 OR WEA054C = 2)) OR (WEA054D = 1 OR WEA054D = 2)) OR (WEA054E = 1 OR WEA054E = 2)) OR (WEA054F = 1 OR WEA054F = 2)) OR (WEA054G = 1 OR WEA054G = 2)) OR (WEA054H = 1 OR WEA054H = 2)) OR (WEA054I = 1 OR WEA054I = 2)) OR (WEA054J = 1 OR WEA054J = 2)) OR (WEA054K = 1 OR WEA054K = 2)) OR (WEA054L = 1 OR WEA054L = 2)) OR (WEA054M = 1 OR WEA054M = 2)) OR (WEA054N = 1 OR WEA054N = 2)) OR (WEA054O = 1 OR WEA054O = 2)) OR (WEA054P = 1 OR WEA054P = 2)) OR (WEA054Q = 1 OR WEA054Q = 2)) OR (WEA054R = 1 OR WEA054R = 2))) AND (WEA061 = 1 OR WEA061 = 2)) then WEA062SK = 2 (Asked)."

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Did any of the behaviors in the situation on base occur... Mark  
"Yes" or "No" for each item.

WERA062B                      During duty hours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
99	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6916	8.3	-6	.N	Not applicable
1431	1.7	1	1	No
5247	6.3	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA062AU = WERA062A, WERA062BU = WERA062B, WERA062CU = WERA062C, WERA062DU = WERA062D, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA062SK = 1 then do;  
WERA062A = .N; WERA062B = .N; WERA062C = .N; WERA062D = .N; end; .N = (Not Applicable)

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Did any of the behaviors in the situation on base occur... Mark  
"Yes" or "No" for each item.

WERA062C                      In a military work environment where members of your  
racial/ethnic background are uncommon?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
103	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6916	8.3	-6	.N	Not applicable
4121	5.0	1	1	No
2553	3.1	2	2	Yes
83097	100.0	TOTALS		

WERA062AU = WERA062A, WERA062BU = WERA062B, WERA062CU = WERA062C, WERA062DU =  
WERA062D, but are unedited for forward coding of non-applicable or missing  
response values. Here is how they are edited: If WERA062SK = 1 then do;  
WERA062A = .N; WERA062B = .N; WERA062C = .N; WERA062D = .N; end; .N = (Not  
Applicable)

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Did any of the behaviors in the situation on base occur... Mark  
"Yes" or "No" for each item.

WERA062D                      At a military non-work location (for example, gym,  
                                    quarters/housing, exchange/commissary, bowling alley)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
116	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6916	8.3	-6	.N	Not applicable
5221	6.3	1	1	No
1440	1.7	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA062AU = WERA062A, WERA062BU = WERA062B, WERA062CU = WERA062C, WERA062DU =  
WERA062D, but are unedited for forward coding of non-applicable or missing  
response values. Here is how they are edited: If WERA062SK = 1 then do;  
WERA062A = .N; WERA062B = .N; WERA062C = .N; WERA062D = .N; end; .N = (Not  
Applicable)



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WEA063SK Deployed?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
12917	15.5	1	1	Not Asked
13693	16.5	2	2	Asked
83097	100.0	TOTALS		

"WEA063SK is an indicator of whether WERA063A, WERA063B, WERA063C, WERA063D, WERA064, WERA065A, WERA065B, WERA065C, WERA065D, WERA065E, WERA065F, WERA066A, WERA066B, WERA066C, WERA066D, WERA066E, WERA066F, WERA066G, WERA066H, WERA067A, WERA067B, WERA067C, WERA067D, WERA067E, WERA067F, WERA067G, WERA067H, WERA067I, WERA068A, WERA068B, WERA068C, WERA068D, WERA068E were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WEA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((((WEA054A = 1 OR WERA054A = 2) OR (WEA054B = 1 OR WERA054B = 2)) OR (WEA054C = 1 OR WERA054C = 2)) OR (WEA054D = 1 OR WERA054D = 2)) OR (WEA054E = 1 OR WERA054E = 2)) OR (WEA054F = 1 OR WERA054F = 2)) OR (WEA054G = 1 OR WERA054G = 2)) OR (WEA054H = 1 OR WERA054H = 2)) OR (WEA054I = 1 OR WERA054I = 2)) OR (WEA054J = 1 OR WERA054J = 2)) OR (WEA054K = 1 OR WERA054K = 2)) OR (WEA054L = 1 OR WERA054L = 2)) OR (WEA054M = 1 OR WERA054M = 2)) OR (WEA054N = 1 OR WERA054N = 2)) OR (WEA054O = 1 OR WERA054O = 2)) OR (WEA054P = 1 OR WERA054P = 2)) OR (WEA054Q = 1 OR WERA054Q = 2)) OR (WEA054R = 1 OR WERA054R = 2))) then WEA063SK = 2 (Asked)."

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WERA064                      Was the offender(s) . . . ?   Mark one.

OS DATA			SAS DATA				
COLS	LENGTH		FORMAT	NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		QNTGNDR		NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3957	4.8	-9	.	No response
16	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
2738	3.3	1	1	One person (male)
532	0.6	2	2	One person (female)
1797	2.2	3	3	More than one person (all males)
121	0.2	4	4	More than one person (all females)
1733	2.1	5	5	More than one person (both males and females)
2799	3.4	6	6	Not sure
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

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Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065A                      White?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3814	4.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
5686	6.8	1	1	Yes
1881	2.3	2	2	No
2309	2.8	3	3	Don't know
83097	100.0	TOTALS		

WERA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

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Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR065B Black or African American?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4308	5.2	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
1815	2.2	1	1	Yes
5191	6.3	2	2	No
2377	2.9	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEA065C American Indian or Alaska Native?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4517	5.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
184	0.2	1	1	Yes
6432	7.7	2	2	No
2560	3.1	3	3	Don't know
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065D Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4414	5.3	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
524	0.6	1	1	Yes
6250	7.5	2	2	No
2505	3.0	3	3	Don't know
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065E                      Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4451	5.4	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
299	0.4	1	1	Yes
6409	7.7	2	2	No
2534	3.1	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR065F Spanish/Hispanic/Latino?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4323	5.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
1171	1.4	1	1	Yes
5669	6.8	2	2	No
2530	3.0	3	3	Don't know
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR066A                      Someone in your chain-of-command?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3785	4.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3313	4.0	1	1	Yes
4987	6.0	2	2	No
1605	1.9	3	3	Don't know
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR066B Other military person(s) of higher rank/grade than you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3866	4.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3438	4.1	1	1	Yes
4731	5.7	2	2	No
1656	2.0	3	3	Don't know
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR066C Your military coworker(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3875	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3137	3.8	1	1	Yes
5058	6.1	2	2	No
1620	2.0	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR066D Your military subordinate(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3934	4.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
1340	1.6	1	1	Yes
6736	8.1	2	2	No
1681	2.0	3	3	Don't know
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR066E Other military person(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3950	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
2219	2.7	1	1	Yes
5761	6.9	2	2	No
1763	2.1	3	3	Don't know
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR066F DoD/DHS civilian employee(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3951	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
896	1.1	1	1	Yes
6941	8.4	2	2	No
1905	2.3	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEAR066G DoD/DHS civilian contractor(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3971	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
369	0.4	1	1	Yes
7434	9.0	2	2	No
1918	2.3	3	3	Don't know
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WEA066H Unknown person(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3998	4.8	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
1374	1.7	1	1	Yes
6240	7.5	2	2	No
2078	2.5	3	3	Don't know
83097	100.0	TOTALS		

WEA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067A Try to ignore the behavior?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3947	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3390	4.1	1	1	No
6355	7.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067B Try to avoid the person(s) who bothered you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3991	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
4780	5.8	1	1	No
4922	5.9	2	2	Yes
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067C Tell the person(s) to stop?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4052	4.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6088	7.3	1	1	No
3552	4.3	2	2	Yes
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067D Ask someone else to speak to the person(s) for you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4025	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7431	8.9	1	1	No
2237	2.7	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067E                      Settle it yourself physically?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4040	4.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9058	10.9	1	1	No
595	0.7	2	2	Yes
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067F                      Call a hotline for advice/information (not to file a complaint)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4035	4.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9178	11.0	1	1	No
480	0.6	2	2	Yes
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067G Request a transfer?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4029	4.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8656	10.4	1	1	No
1007	1.2	2	2	Yes
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067H Think about getting out of your National Guard/Reserve component?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4013	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7380	8.9	1	1	No
2299	2.8	2	2	Yes
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WEAR067I Accomplish less than you would like at your military work?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4059	4.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7432	8.9	1	1	No
2201	2.7	2	2	Yes
83097	100.0	TOTALS		

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.

WEAR068A Someone in your chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3953	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7447	9.0	1	1	No
2293	2.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.

WERA068B Someone in the chain-of-command of the person who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3994	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7993	9.6	1	1	No
1705	2.1	2	2	Yes
83097	100.0	TOTALS		

WERA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each item.

WEA068C Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4002	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8977	10.8	1	1	No
714	0.9	2	2	Yes
83097	100.0	TOTALS		

WEA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National  
Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or  
"No" for each item.

WEAR068D Other person or office with responsibility for follow-up

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4010	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8582	10.3	1	1	No
1101	1.3	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR063AU = WEAR063A, WEAR063BU = WEAR063B, WEAR063CU = WEAR063C, WEAR063DU = WEAR063D, WEAR064U = WEAR064, WEAR065AU = WEAR065A, WEAR065BU = WEAR065B, WEAR065CU = WEAR065C, WEAR065DU = WEAR065D, WEAR065EU = WEAR065E, WEAR065FU = WEAR065F, WEAR066AU = WEAR066A, WEAR066BU = WEAR066B, WEAR066CU = WEAR066C, WEAR066DU = WEAR066D, WEAR066EU = WEAR066E, WEAR066FU = WEAR066F, WEAR066GU = WEAR066G, WEAR066HU = WEAR066H, WEAR067AU = WEAR067A, WEAR067BU = WEAR067B, WEAR067CU = WEAR067C, WEAR067DU = WEAR067D, WEAR067EU = WEAR067E, WEAR067FU = WEAR067F, WEAR067GU = WEAR067G, WEAR067HU = WEAR067H, WEAR067IU = WEAR067I, WEAR068AU = WEAR068A, WEAR068BU = WEAR068B, WEAR068CU = WEAR068C, WEAR068DU = WEAR068D, WEAR068EU = WEAR068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR063SK = 1 then do; WEAR063A = .N; WEAR063B = .N; WEAR063C = .N; WEAR063D = .N; WEAR064 = .N; WEAR065A = .N; WEAR065B = .N; WEAR065C = .N; WEAR065D = .N; WEAR065E = .N; WEAR065F = .N; WEAR066A = .N; WEAR066B = .N; WEAR066C = .N; WEAR066D = .N; WEAR066E = .N; WEAR066F = .N; WEAR066G = .N; WEAR066H = .N; WEAR067A = .N; WEAR067B = .N; WEAR067C = .N; WEAR067D = .N; WEAR067E = .N; WEAR067F = .N; WEAR067G = .N; WEAR067H = .N; WEAR067I = .N; WEAR068A = .N; WEAR068B = .N; WEAR068C = .N; WEAR068D = .N; WEAR068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National  
Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or  
"No" for each item.

WEA068E Chaplain, counselor, ombudsman, or health care provider

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4054	4.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8908	10.7	1	1	No
731	0.9	2	2	Yes
83097	100.0	TOTALS		

WEA063AU = WERA063A, WERA063BU = WERA063B, WERA063CU = WERA063C, WERA063DU = WERA063D, WERA064U = WERA064, WERA065AU = WERA065A, WERA065BU = WERA065B, WERA065CU = WERA065C, WERA065DU = WERA065D, WERA065EU = WERA065E, WERA065FU = WERA065F, WERA066AU = WERA066A, WERA066BU = WERA066B, WERA066CU = WERA066C, WERA066DU = WERA066D, WERA066EU = WERA066E, WERA066FU = WERA066F, WERA066GU = WERA066G, WERA066HU = WERA066H, WERA067AU = WERA067A, WERA067BU = WERA067B, WERA067CU = WERA067C, WERA067DU = WERA067D, WERA067EU = WERA067E, WERA067FU = WERA067F, WERA067GU = WERA067G, WERA067HU = WERA067H, WERA067IU = WERA067I, WERA068AU = WERA068A, WERA068BU = WERA068B, WERA068CU = WERA068C, WERA068DU = WERA068D, WERA068EU = WERA068E, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA063SK = 1 then do; WERA063A = .N; WERA063B = .N; WERA063C = .N; WERA063D = .N; WERA064 = .N; WERA065A = .N; WERA065B = .N; WERA065C = .N; WERA065D = .N; WERA065E = .N; WERA065F = .N; WERA066A = .N; WERA066B = .N; WERA066C = .N; WERA066D = .N; WERA066E = .N; WERA066F = .N; WERA066G = .N; WERA066H = .N; WERA067A = .N; WERA067B = .N; WERA067C = .N; WERA067D = .N; WERA067E = .N; WERA067F = .N; WERA067G = .N; WERA067H = .N; WERA067I = .N; WERA068A = .N; WERA068B = .N; WERA068C = .N; WERA068D = .N; WERA068E = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069A Person(s) who bothered you was talked to about the  
behavior.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
98	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
1018	1.2	1	1	Yes
801	1.0	2	2	No
1056	1.3	3	3	Don't know
83097	100.0	TOTALS		

WERA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WERA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WERA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WERA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WERA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA069SK                      Person(s) who bothered you was talked to about the  
behavior.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
23637	28.5	1	1	Not Asked
2973	3.6	2	2	Asked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"WEA069SK is an indicator of whether WERA069A, WERA069B, WERA069C, WERA069D, WERA069E, WERA069F, WERA069G, WERA069H, WERA069I, WERA069J, WERA070A, WERA070B, WERA070C, WERA070D, WERA070E, WERA070F, WERA070G, WERA071 were or were not to be asked of a respondent and its initial value is 1 (Not asked).  
If (((((((((((((((((WEA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((((WEA054A = 1 OR WERA054A = 2) OR (WEA054B = 1 OR WERA054B = 2)) OR (WEA054C = 1 OR WERA054C = 2)) OR (WEA054D = 1 OR WERA054D = 2)) OR (WEA054E = 1 OR WERA054E = 2)) OR (WEA054F = 1 OR WERA054F = 2)) OR (WEA054G = 1 OR WERA054G = 2)) OR (WEA054H = 1 OR WERA054H = 2)) OR (WEA054I = 1 OR WERA054I = 2)) OR (WEA054J = 1 OR WERA054J = 2)) OR (WEA054K = 1 OR WERA054K = 2)) OR (WEA054L = 1 OR WERA054L = 2)) OR (WEA054M = 1 OR WERA054M = 2)) OR (WEA054N = 1 OR WERA054N = 2)) OR (WEA054O = 1 OR WERA054O = 2)) OR (WEA054P = 1 OR WERA054P = 2)) OR (WEA054Q = 1 OR WERA054Q = 2)) OR (WEA054R = 1 OR WERA054R = 2))) AND (((WEA068A = 2 OR WERA068B = 2) OR WERA068C = 2) OR WERA068D = 2) OR WERA068E = 2)) then WEA069SK = 2 (Asked)."



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WEA069B Your complaint was/is being investigated.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
115	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
624	0.8	1	1	Yes
1367	1.7	2	2	No
867	1.0	3	3	Don't know
83097	100.0	TOTALS		

WEA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WEA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WEA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WEA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WEA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WEA069C                      The situation was resolved informally.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
110	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
1026	1.2	1	1	Yes
1063	1.3	2	2	No
774	0.9	3	3	Don't know
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WEA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WEA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WEA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WEA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069D                      The rules on harassment and discrimination were explained  
to everyone in the unit/office/place where the problem had  
occurred.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
113	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
917	1.1	1	1	Yes
1128	1.4	2	2	No
815	1.0	3	3	Don't know
83097	100.0	TOTALS		

WERA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU =  
WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G,  
WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU =  
WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D,  
WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U =  
WERA071, but are unedited for forward coding of non-applicable or missing  
response values. Here is how they are edited: If WERA069SK = 1 then do;  
WERA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WERA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WERA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WERA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WEA069E                      You were encouraged to drop the complaint.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
164	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
549	0.7	1	1	Yes
1860	2.2	2	2	No
400	0.5	3	3	Don't know
83097	100.0	TOTALS		

WEA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WEA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WEA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WEA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WEA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WEA069F Your complaint was discounted or not taken seriously.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
105	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
939	1.1	1	1	Yes
1221	1.5	2	2	No
708	0.9	3	3	Don't know
83097	100.0	TOTALS		

WEA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WEA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WEA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WEA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WEA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WEA069G                      Members of your chain-of-command were hostile toward you.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
112	0.1	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
592	0.7	1	1	Yes
1872	2.3	2	2	No
397	0.5	3	3	Don't know
83097	100.0	TOTALS		

WEA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WEA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WEA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WEA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WEA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WEA069H Your coworkers were hostile toward you.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
122	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
389	0.5	1	1	Yes
2112	2.5	2	2	No
350	0.4	3	3	Don't know
83097	100.0	TOTALS		

WEA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WEA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WEA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WEA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WEA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069I No action was taken.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
901	1.1	1	1	Yes
1001	1.2	2	2	No
951	1.1	3	3	Don't know
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WERA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WERA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WERA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WERA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WEA069J                      You do not know what action was taken.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
122	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
936	1.1	1	1	Yes
1153	1.4	2	2	No
761	0.9	3	3	Don't know
83097	100.0	TOTALS		

WEA069AU = WERA069A, WERA069BU = WERA069B, WERA069CU = WERA069C, WERA069DU = WERA069D, WERA069EU = WERA069E, WERA069FU = WERA069F, WERA069GU = WERA069G, WERA069HU = WERA069H, WERA069IU = WERA069I, WERA069JU = WERA069J, WERA070AU = WERA070A, WERA070BU = WERA070B, WERA070CU = WERA070C, WERA070DU = WERA070D, WERA070EU = WERA070E, WERA070FU = WERA070F, WERA070GU = WERA070G, WERA071U = WERA071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA069SK = 1 then do;  
WEA069A = .N; WERA069B = .N; WERA069C = .N; WERA069D = .N; WERA069E = .N;  
WEA069F = .N; WERA069G = .N; WERA069H = .N; WERA069I = .N; WERA069J = .N;  
WEA070A = .N; WERA070B = .N; WERA070C = .N; WERA070D = .N; WERA070E = .N;  
WEA070F = .N; WERA070G = .N; WERA071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WEAR070A Availability of information about how to file a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
125	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
252	0.3	1	1	Very dissatisfied
356	0.4	2	2	Dissatisfied
989	1.2	3	3	Neither satisfied nor dissatisfied
854	1.0	4	4	Satisfied
397	0.5	5	5	Very satisfied
83097	100.0	TOTALS		

WEAR069AU = WEAR069A, WEAR069BU = WEAR069B, WEAR069CU = WEAR069C, WEAR069DU = WEAR069D, WEAR069EU = WEAR069E, WEAR069FU = WEAR069F, WEAR069GU = WEAR069G, WEAR069HU = WEAR069H, WEAR069IU = WEAR069I, WEAR069JU = WEAR069J, WEAR070AU = WEAR070A, WEAR070BU = WEAR070B, WEAR070CU = WEAR070C, WEAR070DU = WEAR070D, WEAR070EU = WEAR070E, WEAR070FU = WEAR070F, WEAR070GU = WEAR070G, WEAR071U = WEAR071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR069SK = 1 then do;  
WEAR069A = .N; WEAR069B = .N; WEAR069C = .N; WEAR069D = .N; WEAR069E = .N;  
WEAR069F = .N; WEAR069G = .N; WEAR069H = .N; WEAR069I = .N; WEAR069J = .N;  
WEAR070A = .N; WEAR070B = .N; WEAR070C = .N; WEAR070D = .N; WEAR070E = .N;  
WEAR070F = .N; WEAR070G = .N; WEAR071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WEAR070B Availability of information about how to follow-up on a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
134	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
265	0.3	1	1	Very dissatisfied
399	0.5	2	2	Dissatisfied
1039	1.3	3	3	Neither satisfied nor dissatisfied
781	0.9	4	4	Satisfied
355	0.4	5	5	Very satisfied
83097	100.0	TOTALS		

WEAR069AU = WEAR069A, WEAR069BU = WEAR069B, WEAR069CU = WEAR069C, WEAR069DU = WEAR069D, WEAR069EU = WEAR069E, WEAR069FU = WEAR069F, WEAR069GU = WEAR069G, WEAR069HU = WEAR069H, WEAR069IU = WEAR069I, WEAR069JU = WEAR069J, WEAR070AU = WEAR070A, WEAR070BU = WEAR070B, WEAR070CU = WEAR070C, WEAR070DU = WEAR070D, WEAR070EU = WEAR070E, WEAR070FU = WEAR070F, WEAR070GU = WEAR070G, WEAR071U = WEAR071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR069SK = 1 then do;  
WEAR069A = .N; WEAR069B = .N; WEAR069C = .N; WEAR069D = .N; WEAR069E = .N;  
WEAR069F = .N; WEAR069G = .N; WEAR069H = .N; WEAR069I = .N; WEAR069J = .N;  
WEAR070A = .N; WEAR070B = .N; WEAR070C = .N; WEAR070D = .N; WEAR070E = .N;  
WEAR070F = .N; WEAR070G = .N; WEAR071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting  
process? Mark one answer for each item.

WEAR070C Treatment by personnel handling your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
147	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
277	0.3	1	1	Very dissatisfied
400	0.5	2	2	Dissatisfied
1172	1.4	3	3	Neither satisfied nor dissatisfied
651	0.8	4	4	Satisfied
325	0.4	5	5	Very satisfied
83097	100.0	TOTALS		

WEAR069AU = WEAR069A, WEAR069BU = WEAR069B, WEAR069CU = WEAR069C, WEAR069DU = WEAR069D, WEAR069EU = WEAR069E, WEAR069FU = WEAR069F, WEAR069GU = WEAR069G, WEAR069HU = WEAR069H, WEAR069IU = WEAR069I, WEAR069JU = WEAR069J, WEAR070AU = WEAR070A, WEAR070BU = WEAR070B, WEAR070CU = WEAR070C, WEAR070DU = WEAR070D, WEAR070EU = WEAR070E, WEAR070FU = WEAR070F, WEAR070GU = WEAR070G, WEAR071U = WEAR071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR069SK = 1 then do;  
WEAR069A = .N; WEAR069B = .N; WEAR069C = .N; WEAR069D = .N; WEAR069E = .N;  
WEAR069F = .N; WEAR069G = .N; WEAR069H = .N; WEAR069I = .N; WEAR069J = .N;  
WEAR070A = .N; WEAR070B = .N; WEAR070C = .N; WEAR070D = .N; WEAR070E = .N;  
WEAR070F = .N; WEAR070G = .N; WEAR071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WEAR070D Amount of time it took/is taking to resolve your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
148	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
386	0.5	1	1	Very dissatisfied
432	0.5	2	2	Dissatisfied
1227	1.5	3	3	Neither satisfied nor dissatisfied
545	0.7	4	4	Satisfied
235	0.3	5	5	Very satisfied
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR069AU = WEAR069A, WEAR069BU = WEAR069B, WEAR069CU = WEAR069C, WEAR069DU = WEAR069D, WEAR069EU = WEAR069E, WEAR069FU = WEAR069F, WEAR069GU = WEAR069G, WEAR069HU = WEAR069H, WEAR069IU = WEAR069I, WEAR069JU = WEAR069J, WEAR070AU = WEAR070A, WEAR070BU = WEAR070B, WEAR070CU = WEAR070C, WEAR070DU = WEAR070D, WEAR070EU = WEAR070E, WEAR070FU = WEAR070F, WEAR070GU = WEAR070G, WEAR071U = WEAR071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR069SK = 1 then do;  
WEAR069A = .N; WEAR069B = .N; WEAR069C = .N; WEAR069D = .N; WEAR069E = .N;  
WEAR069F = .N; WEAR069G = .N; WEAR069H = .N; WEAR069I = .N; WEAR069J = .N;  
WEAR070A = .N; WEAR070B = .N; WEAR070C = .N; WEAR070D = .N; WEAR070E = .N;  
WEAR070F = .N; WEAR070G = .N; WEAR071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WEAR070E                      How well you were/are kept informed about the progress of your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
146	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
407	0.5	1	1	Very dissatisfied
424	0.5	2	2	Dissatisfied
1262	1.5	3	3	Neither satisfied nor dissatisfied
508	0.6	4	4	Satisfied
226	0.3	5	5	Very satisfied
83097	100.0	TOTALS		

WEAR069AU = WEAR069A, WEAR069BU = WEAR069B, WEAR069CU = WEAR069C, WEAR069DU = WEAR069D, WEAR069EU = WEAR069E, WEAR069FU = WEAR069F, WEAR069GU = WEAR069G, WEAR069HU = WEAR069H, WEAR069IU = WEAR069I, WEAR069JU = WEAR069J, WEAR070AU = WEAR070A, WEAR070BU = WEAR070B, WEAR070CU = WEAR070C, WEAR070DU = WEAR070D, WEAR070EU = WEAR070E, WEAR070FU = WEAR070F, WEAR070GU = WEAR070G, WEAR071U = WEAR071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR069SK = 1 then do;  
WEAR069A = .N; WEAR069B = .N; WEAR069C = .N; WEAR069D = .N; WEAR069E = .N;  
WEAR069F = .N; WEAR069G = .N; WEAR069H = .N; WEAR069I = .N; WEAR069J = .N;  
WEAR070A = .N; WEAR070B = .N; WEAR070C = .N; WEAR070D = .N; WEAR070E = .N;  
WEAR070F = .N; WEAR070G = .N; WEAR071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WEAR070F Degree to which your privacy was/is being protected

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
141	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
342	0.4	1	1	Very dissatisfied
333	0.4	2	2	Dissatisfied
1265	1.5	3	3	Neither satisfied nor dissatisfied
617	0.7	4	4	Satisfied
275	0.3	5	5	Very satisfied
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR069AU = WEAR069A, WEAR069BU = WEAR069B, WEAR069CU = WEAR069C, WEAR069DU = WEAR069D, WEAR069EU = WEAR069E, WEAR069FU = WEAR069F, WEAR069GU = WEAR069G, WEAR069HU = WEAR069H, WEAR069IU = WEAR069I, WEAR069JU = WEAR069J, WEAR070AU = WEAR070A, WEAR070BU = WEAR070B, WEAR070CU = WEAR070C, WEAR070DU = WEAR070D, WEAR070EU = WEAR070E, WEAR070FU = WEAR070F, WEAR070GU = WEAR070G, WEAR071U = WEAR071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR069SK = 1 then do;  
WEAR069A = .N; WEAR069B = .N; WEAR069C = .N; WEAR069D = .N; WEAR069E = .N;  
WEAR069F = .N; WEAR069G = .N; WEAR069H = .N; WEAR069I = .N; WEAR069J = .N;  
WEAR070A = .N; WEAR070B = .N; WEAR070C = .N; WEAR070D = .N; WEAR070E = .N;  
WEAR070F = .N; WEAR070G = .N; WEAR071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WEAR070G The complaint process overall

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
144	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
453	0.6	1	1	Very dissatisfied
421	0.5	2	2	Dissatisfied
1147	1.4	3	3	Neither satisfied nor dissatisfied
576	0.7	4	4	Satisfied
232	0.3	5	5	Very satisfied
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEAR069AU = WEAR069A, WEAR069BU = WEAR069B, WEAR069CU = WEAR069C, WEAR069DU = WEAR069D, WEAR069EU = WEAR069E, WEAR069FU = WEAR069F, WEAR069GU = WEAR069G, WEAR069HU = WEAR069H, WEAR069IU = WEAR069I, WEAR069JU = WEAR069J, WEAR070AU = WEAR070A, WEAR070BU = WEAR070B, WEAR070CU = WEAR070C, WEAR070DU = WEAR070D, WEAR070EU = WEAR070E, WEAR070FU = WEAR070F, WEAR070GU = WEAR070G, WEAR071U = WEAR071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR069SK = 1 then do;  
WEAR069A = .N; WEAR069B = .N; WEAR069C = .N; WEAR069D = .N; WEAR069E = .N;  
WEAR069F = .N; WEAR069G = .N; WEAR069H = .N; WEAR069I = .N; WEAR069J = .N;  
WEAR070A = .N; WEAR070B = .N; WEAR070C = .N; WEAR070D = .N; WEAR070E = .N;  
WEAR070F = .N; WEAR070G = .N; WEAR071 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEAR071                      Was your complaint found to be true?   Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE026_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
186	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
1055	1.3	1	1	Yes
161	0.2	2	2	No
797	1.0	3	3	They were unable to determine whether your complaint was true or not
773	0.9	4	4	Does not apply, the action is still being processed
83097	100.0	TOTALS		

WEAR069AU = WEAR069A, WEAR069BU = WEAR069B, WEAR069CU = WEAR069C, WEAR069DU = WEAR069D, WEAR069EU = WEAR069E, WEAR069FU = WEAR069F, WEAR069GU = WEAR069G, WEAR069HU = WEAR069H, WEAR069IU = WEAR069I, WEAR069JU = WEAR069J, WEAR070AU = WEAR070A, WEAR070BU = WEAR070B, WEAR070CU = WEAR070C, WEAR070DU = WEAR070D, WEAR070EU = WEAR070E, WEAR070FU = WEAR070F, WEAR070GU = WEAR070G, WEAR071U = WEAR071, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEAR069SK = 1 then do;  
WEAR069A = .N; WEAR069B = .N; WEAR069C = .N; WEAR069D = .N; WEAR069E = .N;  
WEAR069F = .N; WEAR069G = .N; WEAR069H = .N; WEAR069I = .N; WEAR069J = .N;  
WEAR070A = .N; WEAR070B = .N; WEAR070C = .N; WEAR070D = .N; WEAR070E = .N;  
WEAR070F = .N; WEAR070G = .N; WEAR071 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA072                      How satisfied were you with the outcome of your complaint?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19	0.0	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11680	14.1	-6	.N	Not applicable
390	0.5	1	1	Very dissatisfied
320	0.4	2	2	Dissatisfied
693	0.8	3	3	Neither satisfied nor dissatisfied
392	0.5	4	4	Satisfied
198	0.2	5	5	Very satisfied
83097	100.0	TOTALS		

WEA072U = WEA072, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA072SK = 1 then do; WEA072 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA072SK                      How satisfied were you with the outcome of your complaint? -  
Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
24597	29.6	1	1	Not Asked
2013	2.4	2	2	Asked
83097	100.0	TOTALS		

"WEA072SK is an indicator of whether WEA072 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If  
 (((((((((((((((((WEA053A > 1 OR WEA053B > 1) OR WEA053C > 1) OR WEA053D > 1) OR WEA053E > 1) OR WEA053F > 1) OR WEA053G > 1) OR WEA053H > 1) OR WEA053I > 1) OR WEA053J > 1) OR WEA053K > 1) OR WEA053L > 1) OR WEA053M > 1) OR WEA053N > 1) OR WEA053O > 1) OR (((((((((((((((((WEA054A = 1 OR WEA054A = 2) OR (WEA054B = 1 OR WEA054B = 2)) OR (WEA054C = 1 OR WEA054C = 2)) OR (WEA054D = 1 OR WEA054D = 2)) OR (WEA054E = 1 OR WEA054E = 2)) OR (WEA054F = 1 OR WEA054F = 2)) OR (WEA054G = 1 OR WEA054G = 2)) OR (WEA054H = 1 OR WEA054H = 2)) OR (WEA054I = 1 OR WEA054I = 2)) OR (WEA054J = 1 OR WEA054J = 2)) OR (WEA054K = 1 OR WEA054K = 2)) OR (WEA054L = 1 OR WEA054L = 2)) OR (WEA054M = 1 OR WEA054M = 2)) OR (WEA054N = 1 OR WEA054N = 2)) OR (WEA054O = 1 OR WEA054O = 2)) OR (WEA054P = 1 OR WEA054P = 2)) OR (WEA054Q = 1 OR WEA054Q = 2)) OR (WEA054R = 1 OR WEA054R = 2))) AND (((WEA068A = 2 OR WEA068B = 2) OR WEA068C = 2) OR WEA068D = 2) OR WEA068E = 2)) AND ((WEA071 = 1 OR WEA071 = 2) OR WEA071 = 3)) then WEA072SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of reporting the situation, did you experience any . . .  
Mark "Yes," "No," or "Don't know" for each item.

WERA073A Professional retaliation (for example, loss of privileges,  
denied promotion/training, transferred to less favorable  
job)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
138	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
661	0.8	1	1	Yes
1705	2.1	2	2	No
469	0.6	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WERA073AU = WERA073A, WERA073BU = WERA073B, but are unedited for forward  
coding of non-applicable or missing response values. Here is how they are  
edited: If WERA073SK = 1 then do; WERA073A = .N; WERA073B = .N; end;.N = (Not  
Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA073SK Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?-Skip

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
23637	28.5	1	1	Not Asked
2973	3.6	2	2	Asked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"WEA073SK is an indicator of whether WEA073A, WEA073B were or were not to be asked of a respondent and its initial value is 1 (Not asked). If  
 (((((((((((((((((WEA053A > 1 OR WEA053B > 1) OR WEA053C > 1) OR WEA053D > 1) OR WEA053E > 1) OR WEA053F > 1) OR WEA053G > 1) OR WEA053H > 1) OR WEA053I > 1) OR WEA053J > 1) OR WEA053K > 1) OR WEA053L > 1) OR WEA053M > 1) OR WEA053N > 1) OR WEA053O > 1) OR (((((((((((((((((WEA054A = 1 OR WEA054A = 2) OR (WEA054B = 1 OR WEA054B = 2)) OR (WEA054C = 1 OR WEA054C = 2)) OR (WEA054D = 1 OR WEA054D = 2)) OR (WEA054E = 1 OR WEA054E = 2)) OR (WEA054F = 1 OR WEA054F = 2)) OR (WEA054G = 1 OR WEA054G = 2)) OR (WEA054H = 1 OR WEA054H = 2)) OR (WEA054I = 1 OR WEA054I = 2)) OR (WEA054J = 1 OR WEA054J = 2)) OR (WEA054K = 1 OR WEA054K = 2)) OR (WEA054L = 1 OR WEA054L = 2)) OR (WEA054M = 1 OR WEA054M = 2)) OR (WEA054N = 1 OR WEA054N = 2)) OR (WEA054O = 1 OR WEA054O = 2)) OR (WEA054P = 1 OR WEA054P = 2)) OR (WEA054Q = 1 OR WEA054Q = 2)) OR (WEA054R = 1 OR WEA054R = 2))) AND (((WEA068A = 2 OR WEA068B = 2) OR WEA068C = 2) OR WEA068D = 2) OR WEA068E = 2)) then WEA073SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of reporting the situation, did you experience any . . .  
Mark "Yes," "No," or "Don't know" for each item.

WEA073B Social retaliation (for example, ignored by coworkers,  
being blamed for the situation)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
149	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
601	0.7	1	1	Yes
1808	2.2	2	2	No
415	0.5	3	3	Don't know
83097	100.0	TOTALS		

WEA073AU = WEA073A, WEA073BU = WEA073B, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA073SK = 1 then do; WEA073A = .N; WEA073B = .N; end;.N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WEA074A                      You thought it was not important enough to report.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
2940	3.5	1	1	No
3478	4.2	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA074SK                      You thought it was not important enough to report.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
19815	23.9	1	1	Not Asked
6795	8.2	2	2	Asked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"WEA074SK is an indicator of whether WERA074A, WERA074B, WERA074C, WERA074D, WERA074E, WERA074F, WERA074G, WERA074H, WERA074I, WERA074J, WERA074K, WERA074L, WERA074M were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((WEA053A > 1 OR WERA053B > 1) OR WERA053C > 1) OR WERA053D > 1) OR WERA053E > 1) OR WERA053F > 1) OR WERA053G > 1) OR WERA053H > 1) OR WERA053I > 1) OR WERA053J > 1) OR WERA053K > 1) OR WERA053L > 1) OR WERA053M > 1) OR WERA053N > 1) OR WERA053O > 1) OR (((((((((((((((((WEA054A = 1 OR WERA054A = 2) OR (WEA054B = 1 OR WERA054B = 2)) OR (WEA054C = 1 OR WERA054C = 2)) OR (WEA054D = 1 OR WERA054D = 2)) OR (WEA054E = 1 OR WERA054E = 2)) OR (WEA054F = 1 OR WERA054F = 2)) OR (WEA054G = 1 OR WERA054G = 2)) OR (WEA054H = 1 OR WERA054H = 2)) OR (WEA054I = 1 OR WERA054I = 2)) OR (WEA054J = 1 OR WERA054J = 2)) OR (WEA054K = 1 OR WERA054K = 2)) OR (WEA054L = 1 OR WERA054L = 2)) OR (WEA054M = 1 OR WERA054M = 2)) OR (WEA054N = 1 OR WERA054N = 2)) OR (WEA054O = 1 OR WERA054O = 2)) OR (WEA054P = 1 OR WERA054P = 2)) OR (WEA054Q = 1 OR WERA054Q = 2)) OR (WEA054R = 1 OR WERA054R = 2))) AND (((((WEA068A = 1 OR WERA068B = 1) OR WERA068C = 1) OR WERA068D = 1) OR WERA068E = 1) AND (((WEA068A <> 2 AND WERA068B <> 2) AND WERA068C <> 2) AND WERA068D <> 2) AND WERA068E <> 2))) then WEA074SK = 2 (Asked)."



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WEA074B                      You did not know how to report.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
413	0.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5563	6.7	1	1	No
818	1.0	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WEA074C                      You felt uncomfortable making a report.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
437	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
4952	6.0	1	1	No
1406	1.7	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WEA074D                      You took care of the problem yourself.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
432	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
3777	4.6	1	1	No
2586	3.1	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WEA074E                      You did not think anything would be done.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
425	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
4554	5.5	1	1	No
1816	2.2	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WEA074F                      You thought you would not be believed.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
500	0.6	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5400	6.5	1	1	No
895	1.1	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WEA074G                      You thought reporting would take too much time and effort.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
421	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
4929	5.9	1	1	No
1445	1.7	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WEA074H                      You thought you would be labeled a troublemaker.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
414	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
4829	5.8	1	1	No
1552	1.9	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WEA074I                      You thought it would make your work situation unpleasant.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
424	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
4564	5.5	1	1	No
1807	2.2	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WEA074J                      You thought your performance evaluation or chance for promotion would suffer.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
419	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5122	6.2	1	1	No
1254	1.5	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WEA074K                      You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
426	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5260	6.3	1	1	No
1109	1.3	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WEA074L                      You were afraid of retaliation/reprisals from your chain-of-command.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
435	0.5	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5330	6.4	1	1	No
1030	1.2	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WEA074M                      You did not know the identity of the person(s) who did it.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
466	0.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6898	8.3	-6	.N	Not applicable
5424	6.5	1	1	No
904	1.1	2	2	Yes
83097	100.0	TOTALS		

WEA074AU = WERA074A, WERA074BU = WERA074B, WERA074CU = WERA074C, WERA074DU = WERA074D, WERA074EU = WERA074E, WERA074FU = WERA074F, WERA074GU = WERA074G, WERA074HU = WERA074H, WERA074IU = WERA074I, WERA074JU = WERA074J, WERA074KU = WERA074K, WERA074LU = WERA074L, WERA074MU = WERA074M, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WERA074SK = 1 then do; WERA074A = .N; WERA074B = .N; WERA074C = .N; WERA074D = .N; WERA074E = .N; WERA074F = .N; WERA074G = .N; WERA074H = .N; WERA074I = .N; WERA074J = .N; WERA074K = .N; WERA074L = .N; WERA074M = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA075SPSK            Please specify the other race/ethnic-related experiences  
involving civilians in the local community.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
25678	30.9	1	1	Not Asked
932	1.1	2	2	Asked
83097	100.0	TOTALS		

"WEA075SPSK is an indicator of whether WEA075SP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If WEA0750 > 1 then WEA075SPSK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA076                      Based on your responses to the previous question, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	HARDIS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
117	0.1	-9	.	No response
9	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
291	0.4	-4	.I	Incomplete grid
21077	25.4	-6	.N	Not applicable
617	0.7	1	1	Yes, racial/ethnic harassment
1021	1.2	2	2	Yes, racial/ethnic discrimination
1012	1.2	3	3	Yes, both racial/ethnic harassment and discrimination
2466	3.0	4	4	No, neither racial/ethnic harassment nor discrimination
83097	100.0	TOTALS		

WEA076U = WEA076, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA076SK = 1 then do; WEA076 = .N; end; .N = (Not Applicable)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA076SK                      Based on your responses to the previous question, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
21077	25.4	1	1	Not Asked
5533	6.7	2	2	Asked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"WEA076SK is an indicator of whether WEA076 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((WEA075A > 1 OR WEA075B > 1) OR WEA075C > 1) OR WEA075D > 1) OR WEA075E > 1) OR WEA075F > 1) OR WEA075G > 1) OR WEA075H > 1) OR WEA075I > 1) OR WEA075J > 1) OR WEA075K > 1) OR WEA075L > 1) OR WEA075M > 1) OR WEA075N > 1) OR WEA075O > 1) then WEA076SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA077 Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ALLOFIT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
23960	28.8	-6	.N	Not applicable
388	0.5	1	1	Yes, all of it
620	0.8	2	2	Yes, some of it
1624	2.0	3	3	No
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEA077U = WEA077, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA077SK = 1 then do; WEA077 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA077SK Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
23960	28.8	1	1	Not Asked
2650	3.2	2	2	Asked
83097	100.0	TOTALS		

"WEA077SK is an indicator of whether WEA077 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If  
 ((((((((((((((WEA075A > 1 OR WEA075B > 1) OR WEA075C > 1) OR WEA075D > 1)  
 OR WEA075E > 1) OR WEA075F > 1) OR WEA075G > 1) OR WEA075H > 1) OR  
 WEA075I > 1) OR WEA075J > 1) OR WEA075K > 1) OR WEA075L > 1) OR WEA075M >  
 1) OR WEA075N > 1) OR WEA075O > 1) AND ((WEA076 = 1 OR WEA076 = 2) OR  
 WEA076 = 3)) then WEA077SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

At your military duty station . . . Mark "Yes" or "No" for each item.

WERA082A Would you know how to report experiences of race/ethnic harassment and/or discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5196	6.3	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1911	2.3	1	1	No
19500	23.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

At your military duty station . . . Mark "Yes" or "No" for each item.

WERA082B Is the availability of complaint hotlines publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5311	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
4473	5.4	1	1	No
16826	20.3	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA083SPSK

In the previous question you indicated that there are problems at your military duty station. Please specify.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
26032	31.3	1	1	Not Asked
578	0.7	2	2	Asked
83097	100.0	TOTALS		

"WEA083SPSK is an indicator of whether WEA083SP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WEA083A > 3 OR WEA083B > 3) OR WEA083C > 3) then WEA083SPSK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA084SPSK

In the previous question you indicated that there are problems in the local community around where you live. Please specify.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
24743	29.8	1	1	Not Asked
1867	2.3	2	2	Asked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"WEA084SPSK is an indicator of whether WEA084SP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((WEA084A > 3 OR WEA084B > 3) OR WEA084C > 3) then WEA084SPSK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

During the past 12 months, has someone asked you . . . Mark "Yes"  
or "No" for each item.

WERA087A To join an extremist organization?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5224	6.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21100	25.4	1	1	No
284	0.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

During the past 12 months, has someone asked you . . . Mark "Yes"  
or "No" for each item.

WERA087B To participate in extremist activities?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5231	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
21103	25.4	1	1	No
276	0.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Do you regularly read websites/literature that . . . Mark "Yes" or  
"No" for each item.

WERA088A Advocate the separation of people based on race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5326	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20943	25.2	1	1	No
341	0.4	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Do you regularly read websites/literature that . . . Mark "Yes" or  
"No" for each item.

WERA088B Warn of the dangers of interactions between people of  
different races/ethnicities?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5320	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20829	25.1	1	1	No
461	0.6	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Do you regularly read websites/literature that . . . Mark "Yes" or  
"No" for each item.

WERA088C Point out the dangers of racial/ethnic diversity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5344	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20647	24.9	1	1	No
619	0.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Do you regularly read websites/literature that . . . Mark "Yes" or  
"No" for each item.

WERA088D Point out the dangers of racial/ethnic tolerance?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5401	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
20580	24.8	1	1	No
629	0.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Do you agree with the ideals of organizations that . . . Mark "Yes"  
or "No" for each item.

WERA089A Advocate the separation of people based on race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5618	6.8	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20507	24.7	1	1	No
483	0.6	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Do you agree with the ideals of organizations that . . . Mark "Yes"  
or "No" for each item.

WERA089B Warn of the dangers of interactions between people of  
different races/ethnicities?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5621	6.8	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20120	24.2	1	1	No
866	1.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Do you agree with the ideals of organizations that . . . Mark "Yes"  
or "No" for each item.

WERA089C Point out the dangers of racial/ethnic diversity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5666	6.8	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19757	23.8	1	1	No
1185	1.4	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Do you agree with the ideals of organizations that . . . Mark "Yes"  
or "No" for each item.

WERA089D Point out the dangers of racial/ethnic tolerance?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5730	6.9	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19669	23.7	1	1	No
1209	1.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA091                      In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE106_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
177	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
8	0.0	-7	.O	Out of range
6384	7.7	1	1	1
5245	6.3	2	2	2
1724	2.1	3	3	3
939	1.1	4	4	4
508	0.6	5	5	5
261	0.3	6	6	6
53	0.1	7	7	7
63	0.1	8	8	8
444	0.5	9	9	9
83097	100.0	TOTALS		

WEA091U = WEA091, WEA092AU = WEA092A, WEA092BU = WEA092B, WEA092CU = WEA092C, WEA092DU = WEA092D, WEA092EU = WEA092E, WEA092FU = WEA092F, WEA092GU = WEA092G, WEA092HU = WEA092H, WEA092IU = WEA092I, WEA092JU = WEA092J, WEA093U = WEA093, but are unedited for forward coding of non-applicable or missing response values. Here is how they are edited: If WEA091SK = 1 then do; WEA091 = .N; WEA092A = .N; WEA092B = .N; WEA092C = .N; WEA092D = .N; WEA092E = .N; WEA092F = .N; WEA092G = .N; WEA092H = .N; WEA092I = .N; WEA092J = .N; WEA093 = .N; end; .N = (Not Applicable)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA091SK                      In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
10804	13.0	1	1	Not Asked
15806	19.0	2	2	Asked
83097	100.0	TOTALS		

"WEA091SK is an indicator of whether WERA091, WERA092A, WERA092B, WERA092C, WERA092D, WERA092E, WERA092F, WERA092G, WERA092H, WERA092I, WERA092J, WERA093 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If WERA090 = 2 then WERA091SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WEA098SK                      In your opinion, how often does racial/ethnic harassment  
and discrimination occur in the military now, as compared  
with the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SKIP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
6619	8.0	1	1	Not Asked
19991	24.1	2	2	Asked
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

"WEA098SK is an indicator of whether WEA098, WEA099, WEA100A, WEA100B, WEA100C, WEA100D, WEA100E, WEA100F, WEA100G were or were not to be asked of a respondent and its initial value is 1 (Not asked). If WEA014 GT 5 then WEA098SK = 2 (Asked)."

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA011U

Unedited: How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RELDISC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1522	1.8	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5236	6.3	1	1	Does not apply; I am not married and I do not have a girlfriend/boyfriend
1945	2.3	2	2	Less than 1 year
6362	7.7	3	3	1 year to less than 6 years
3236	3.9	4	4	6 years to less than 10 years
8306	10.0	5	5	10 years or more
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

SRHISPASU                      Unedited: Is your spouse/significant other  
Spanish/Hispanic/Latino?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	HISPAN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6728	8.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
17020	20.5	1	1	No, not Spanish/Hispanic/Latino
2861	3.4	2	2	Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA016U

Unedited: In your opinion, how does your spouse/significant  
other view your participation in the National  
Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYFAVD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6047	7.3	-9	.	No response
7	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
915	1.1	1	1	Very unfavorably
2006	2.4	2	2	Somewhat unfavorably
2524	3.0	3	3	Neither favorably nor unfavorably
6532	7.9	4	4	Somewhat favorably
7839	9.4	5	5	Very favorably
740	0.9	60	60	Does not apply; I am not married and I do not have a girlfriend/boyfriend
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA028U

Unedited: Are you a military technician?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE032_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12670	15.3	-9	.	No response
56487	68.0	-1	.B	No survey return
1982	2.4	1	1	Yes, I am currently a military technician
76	0.1	2	2	Yes, in the week before my current activation I was a military technician
11882	14.3	3	3	No
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA029U

Unedited: Do you have a civilian job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE034_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9324	11.2	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13216	15.9	1	1	Yes, I currently have a civilian job
523	0.6	2	2	Yes, in the week before my current activation I had a civilian job
3543	4.3	3	3	No
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA030U

Unedited: Are you a student?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE033_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9330	11.2	-9	.	No response
56487	68.0	-1	.B	No survey return
3923	4.7	1	1	Yes, I am currently a student
165	0.2	2	2	Yes, in the week before my current activation I was a student
13192	15.9	3	3	No
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA031U

Unedited: Have you been activated in the past 12 months?  
This includes activations that started more than 12 months  
ago and continued into the past 12 months.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8964	10.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13884	16.7	1	1	No
3761	4.5	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA032U                      Unedited: Was at least one of your activations in the past  
12 months longer than 30 consecutive days?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22577	27.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
765	0.9	1	1	No
3267	3.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA033U

Unedited: In the past 12 months, have your activation(s)  
for more than 30 consecutive days been voluntary,  
involuntary, or both?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VOL_INV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23282	28.0	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1687	2.0	1	1	Voluntary
990	1.2	2	2	Involuntary
646	0.8	3	3	Both
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA034U

Unedited: Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23255	28.0	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
969	1.2	1	1	No
2385	2.9	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA035U

Unedited: In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	CONUSB	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
24172	29.1	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
431	0.5	1	1	CONUS
1459	1.8	2	2	OCONUS
543	0.7	3	3	Both
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA036U

Unedited: Are you currently activated?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22606	27.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2945	3.5	1	1	No
1059	1.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA037U

Unedited: Are you currently deployed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18517	22.3	-9	.	No response
56487	68.0	-1	.B	No survey return
6612	8.0	1	1	No
1481	1.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA055U

Unedited: Based on your responses to the previous questions, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	HARDISC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12044	14.5	-9	.	No response
51	0.1	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
300	0.4	1	1	Yes, racial/ethnic harassment
1023	1.2	2	2	Yes, racial/ethnic discrimination
769	0.9	3	3	Yes, both racial/ethnic harassment and discrimination
10123	12.2	4	4	No, neither racial/ethnic harassment nor discrimination
2300	2.8	60	60	Does not apply; you did not mark that anything had happened to you because of race/ethnicity
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA056U

Unedited: Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ALLOFIT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23949	28.8	-9	.	No response
56487	68.0	-1	.B	No survey return
1250	1.5	1	1	Yes, all of it
1038	1.3	2	2	Yes, some of it
373	0.5	3	3	No
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057AU                      Unedited: Offensive race/ethnic-related speech,  
pictures/printed material, non-verbal looks, or dress

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14141	17.0	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
10890	13.1	1	1	No
1578	1.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057BU Unedited: Race/ethnic-related threats, intimidation, vandalism, or physical assault

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14155	17.0	-9	.	No response
56487	68.0	-1	.B	No survey return
12088	14.6	1	1	No
367	0.4	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057CU                      Unedited: Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14157	17.0	-9	.	No response
56487	68.0	-1	.B	No survey return
10946	13.2	1	1	No
1507	1.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057DU Unedited: Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations

OS DATA		SAS DATA				
COLS	LENGTH	FORMAT	NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY		NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14168	17.1	-9	.	No response
56487	68.0	-1	.B	No survey return
11204	13.5	1	1	No
1238	1.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057EU                      Unedited: Nonjudicial punishment, or additional  
punishment(s) because of your race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14196	17.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12007	14.5	1	1	No
406	0.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057FU                      Unedited: Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14176	17.1	-9	.	No response
56487	68.0	-1	.B	No survey return
11820	14.2	1	1	No
614	0.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most. What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

WERA057GU                      Unedited: Other ways in which you have been bothered/hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14231	17.1	-9	.	No response
56487	68.0	-1	.B	No survey return
11437	13.8	1	1	No
942	1.1	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

To what extent was this situation... Mark one answer for each item.

WERA058AU Unedited: Annoying?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14514	17.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6478	7.8	1	1	Not at all
1905	2.3	2	2	Small extent
1535	1.9	3	3	Moderate extent
1152	1.4	4	4	Large extent
1025	1.2	5	5	Very large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

To what extent was this situation... Mark one answer for each item.

WERA058BU

Unedited: Offensive?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14564	17.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
7570	9.1	1	1	Not at all
1692	2.0	2	2	Small extent
1265	1.5	3	3	Moderate extent
821	1.0	4	4	Large extent
697	0.8	5	5	Very large extent
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

To what extent was this situation... Mark one answer for each item.

WERA058CU Unedited: Disturbing?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14562	17.5	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
7513	9.0	1	1	Not at all
1483	1.8	2	2	Small extent
1240	1.5	3	3	Moderate extent
951	1.1	4	4	Large extent
859	1.0	5	5	Very large extent
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

To what extent was this situation... Mark one answer for each item.

WERA058DU Unedited: Threatening?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14572	17.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9691	11.7	1	1	Not at all
1023	1.2	2	2	Small extent
692	0.8	3	3	Moderate extent
272	0.3	4	4	Large extent
359	0.4	5	5	Very large extent
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

To what extent was this situation... Mark one answer for each item.

WERA058EU Unedited: Disillusioning?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOT_ALL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14586	17.6	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
8388	10.1	1	1	Not at all
1193	1.4	2	2	Small extent
1025	1.2	3	3	Moderate extent
655	0.8	4	4	Large extent
761	0.9	5	5	Very large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA059U

Unedited: During the course of the situation you have in  
mind, how often did the event(s) occur?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FREQ3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16661	20.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5904	7.1	1	1	Once
3118	3.8	2	2	Occasionally
925	1.1	3	3	Frequently
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA060U

Unedited: How long did this situation last or, if  
continuing, how long has it been going on?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SITLNTH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16863	20.3	-9	.	No response
56487	68.0	-1	.B	No survey return
5695	6.9	1	1	Less than 1 week
587	0.7	2	2	1 week to less than 1 month
538	0.7	3	3	1 month to less than 3 months
626	0.8	4	4	3 months to less than 6 months
2301	2.8	5	5	6 months or more
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA061U

Unedited: Where did this situation occur? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SITLOC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16797	20.2	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5149	6.2	1	1	At a military installation (for example, on base)
1650	2.0	2	2	Some behaviors occurred at a military installation and some did not
3011	3.6	3	3	Not at a military installation (for example, off base)
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did any of the behaviors in the situation on base occur... Mark  
"Yes" or "No" for each item.

WERA062AU Unedited: At your military work (the place where you  
perform your military duties)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19671	23.7	-9	.	No response
56487	68.0	-1	.B	No survey return
1915	2.3	1	1	No
5024	6.1	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did any of the behaviors in the situation on base occur... Mark  
"Yes" or "No" for each item.

WERA062BU Unedited: During duty hours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19712	23.7	-9	.	No response
56487	68.0	-1	.B	No survey return
1622	2.0	1	1	No
5276	6.4	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did any of the behaviors in the situation on base occur... Mark  
"Yes" or "No" for each item.

WERA062CU                      Unedited: In a military work environment where members of  
your racial/ethnic background are uncommon?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19715	23.7	-9	.	No response
56487	68.0	-1	.B	No survey return
4319	5.2	1	1	No
2576	3.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did any of the behaviors in the situation on base occur... Mark  
"Yes" or "No" for each item.

WERA062DU Unedited: At a military non-work location (for example,  
gym, quarters/housing, exchange/commissary, bowling alley)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19727	23.7	-9	.	No response
56487	68.0	-1	.B	No survey return
5424	6.5	1	1	No
1459	1.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did any of the behaviors in the situation occur while you were . . .  
Mark "Yes," "No," or "Does not apply" for each item.

WERA063AU Unedited: Deployed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15116	18.2	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2215	2.7	1	1	Yes
4028	4.9	2	2	No
5248	6.3	3	3	Does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did any of the behaviors in the situation occur while you were . . .  
Mark "Yes," "No," or "Does not apply" for each item.

WERA063BU Unedited: At your civilian job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15113	18.2	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1703	2.1	1	1	Yes
4429	5.3	2	2	No
5362	6.5	3	3	Does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did any of the behaviors in the situation occur while you were . . .  
Mark "Yes," "No," or "Does not apply" for each item.

WERA063CU Unedited: At your civilian school?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15144	18.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
479	0.6	1	1	Yes
4934	5.9	2	2	No
6052	7.3	3	3	Does not apply
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did any of the behaviors in the situation occur while you were . . .  
Mark "Yes," "No," or "Does not apply" for each item.

WERA063DU Unedited: Near your place of residence?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
15164	18.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
905	1.1	1	1	Yes
5124	6.2	2	2	No
5415	6.5	3	3	Does not apply
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA064U

Unedited: Was the offender(s) . . . ? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	QNTGNDR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16784	20.2	-9	.	No response
16	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2757	3.3	1	1	One person (male)
535	0.6	2	2	One person (female)
1806	2.2	3	3	More than one person (all males)
122	0.2	4	4	More than one person (all females)
1742	2.1	5	5	More than one person (both males and females)
2848	3.4	6	6	Not sure
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065AU Unedited: White?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16615	20.0	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5715	6.9	1	1	Yes
1926	2.3	2	2	No
2351	2.8	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065BU Unedited: Black or African American?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17118	20.6	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1821	2.2	1	1	Yes
5250	6.3	2	2	No
2419	2.9	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065CU Unedited: American Indian or Alaska Native?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17328	20.9	-9	.	No response
56487	68.0	-1	.B	No survey return
184	0.2	1	1	Yes
6493	7.8	2	2	No
2605	3.1	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065DU Unedited: Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17224	20.7	-9	.	No response
56487	68.0	-1	.B	No survey return
524	0.6	1	1	Yes
6312	7.6	2	2	No
2550	3.1	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065EU Unedited: Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17263	20.8	-9	.	No response
56487	68.0	-1	.B	No survey return
299	0.4	1	1	Yes
6470	7.8	2	2	No
2578	3.1	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA065FU Unedited: Spanish/Hispanic/Latino?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17133	20.6	-9	.	No response
56487	68.0	-1	.B	No survey return
1173	1.4	1	1	Yes
5731	6.9	2	2	No
2573	3.1	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA066AU Unedited: Someone in your chain-of-command?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16581	20.0	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3321	4.0	1	1	Yes
5061	6.1	2	2	No
1644	2.0	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA066BU Unedited: Other military person(s) of higher rank/grade than you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16663	20.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3447	4.2	1	1	Yes
4803	5.8	2	2	No
1695	2.0	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA066CU Unedited: Your military coworker(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16672	20.1	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3144	3.8	1	1	Yes
5132	6.2	2	2	No
1659	2.0	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA066DU Unedited: Your military subordinate(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16731	20.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1346	1.6	1	1	Yes
6811	8.2	2	2	No
1720	2.1	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA066EU Unedited: Other military person(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16748	20.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2223	2.7	1	1	Yes
5837	7.0	2	2	No
1802	2.2	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA066FU Unedited: DoD/DHS civilian employee(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16747	20.2	-9	.	No response
56487	68.0	-1	.B	No survey return
899	1.1	1	1	Yes
7020	8.5	2	2	No
1944	2.3	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA066GU Unedited: DoD/DHS civilian contractor(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16767	20.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
371	0.5	1	1	Yes
7514	9.0	2	2	No
1957	2.4	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Was the offender(s) . . . Mark "Yes," "No," or "Don't know" for each item.

WERA066HU Unedited: Unknown person(s)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16793	20.2	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1392	1.7	1	1	Yes
6303	7.6	2	2	No
2119	2.6	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067AU Unedited: Try to ignore the behavior?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16752	20.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3469	4.2	1	1	No
6388	7.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067BU Unedited: Try to avoid the person(s) who bothered you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16798	20.2	-9	.	No response
56487	68.0	-1	.B	No survey return
4860	5.9	1	1	No
4952	6.0	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067CU Unedited: Tell the person(s) to stop?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16858	20.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6169	7.4	1	1	No
3582	4.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067DU Unedited: Ask someone else to speak to the person(s) for you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16831	20.3	-9	.	No response
56487	68.0	-1	.B	No survey return
7524	9.1	1	1	No
2255	2.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067EU Unedited: Settle it yourself physically?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16845	20.3	-9	.	No response
56487	68.0	-1	.B	No survey return
9164	11.0	1	1	No
601	0.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067FU                      Unedited: Call a hotline for advice/information (not to file a complaint)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16840	20.3	-9	.	No response
56487	68.0	-1	.B	No survey return
9285	11.2	1	1	No
485	0.6	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067GU Unedited: Request a transfer?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16835	20.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
8761	10.5	1	1	No
1013	1.2	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067HU                      Unedited: Think about getting out of your National Guard/Reserve component?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16818	20.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
7487	9.0	1	1	No
2304	2.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of the situation, did you . . . Mark "Yes" or "No" for each item.

WERA067IU                      Unedited: Accomplish less than you would like at your military work?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16864	20.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
7539	9.1	1	1	No
2206	2.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National  
Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or  
"No" for each item.

WERA068AU Unedited: Someone in your chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16749	20.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
7556	9.1	1	1	No
2304	2.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National  
Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or  
"No" for each item.

WERA068BU                      Unedited: Someone in the chain-of-command of the person who  
did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16791	20.2	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
8103	9.8	1	1	No
1714	2.1	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National  
Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or  
"No" for each item.

WERA068CU                      Unedited: Special military office responsible for handling  
these kinds of complaints (for example, Military Equal  
Opportunity or Civil Rights Office)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16799	20.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9091	10.9	1	1	No
719	0.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National  
Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or  
"No" for each item.

WERA068DU Unedited: Other person or office with responsibility for  
follow-up

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16808	20.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
8691	10.5	1	1	No
1110	1.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

Did you report this situation to any of the following National  
Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or  
"No" for each item.

WERA068EU Unedited: Chaplain, counselor, ombudsman, or health care  
provider

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16853	20.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9021	10.9	1	1	No
735	0.9	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069AU Unedited: Person(s) who bothered you was talked to about  
the behavior.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23443	28.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1048	1.3	1	1	Yes
938	1.1	2	2	No
1180	1.4	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069BU Unedited: Your complaint was/is being investigated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23465	28.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
632	0.8	1	1	Yes
1533	1.8	2	2	No
979	1.2	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069CU Unedited: The situation was resolved informally.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23459	28.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1084	1.3	1	1	Yes
1176	1.4	2	2	No
891	1.1	3	3	Don't know
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069DU                      Unedited: The rules on harassment and discrimination were  
explained to everyone in the unit/office/place where the  
problem had occurred.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23462	28.2	-9	.	No response
56487	68.0	-1	.B	No survey return
961	1.2	1	1	Yes
1255	1.5	2	2	No
932	1.1	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069EU Unedited: You were encouraged to drop the complaint.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23516	28.3	-9	.	No response
56487	68.0	-1	.B	No survey return
561	0.7	1	1	Yes
2024	2.4	2	2	No
509	0.6	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069FU Unedited: Your complaint was discounted or not taken  
seriously.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23458	28.2	-9	.	No response
56487	68.0	-1	.B	No survey return
951	1.1	1	1	Yes
1376	1.7	2	2	No
825	1.0	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069GU Unedited: Members of your chain-of-command were hostile  
toward you.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23465	28.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
603	0.7	1	1	Yes
2033	2.5	2	2	No
508	0.6	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069HU Unedited: Your coworkers were hostile toward you.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23475	28.3	-9	.	No response
56487	68.0	-1	.B	No survey return
399	0.5	1	1	Yes
2281	2.7	2	2	No
455	0.6	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069IU Unedited: No action was taken.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23473	28.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
950	1.1	1	1	Yes
1117	1.3	2	2	No
1069	1.3	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What actions were taken in response to your report? Mark "Yes,"  
"No," or "Don't know" for each statement.

WERA069JU Unedited: You do not know what action was taken.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23476	28.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
972	1.2	1	1	Yes
1283	1.5	2	2	No
878	1.1	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WERA070AU                      Unedited: Availability of information about how to file a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23467	28.2	-9	.	No response
56487	68.0	-1	.B	No survey return
273	0.3	1	1	Very dissatisfied
379	0.5	2	2	Dissatisfied
1116	1.3	3	3	Neither satisfied nor dissatisfied
934	1.1	4	4	Satisfied
441	0.5	5	5	Very satisfied
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WERA070BU                      Unedited: Availability of information about how to follow-up on a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23475	28.3	-9	.	No response
56487	68.0	-1	.B	No survey return
282	0.3	1	1	Very dissatisfied
425	0.5	2	2	Dissatisfied
1172	1.4	3	3	Neither satisfied nor dissatisfied
857	1.0	4	4	Satisfied
399	0.5	5	5	Very satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WERA070CU Unedited: Treatment by personnel handling your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23496	28.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
293	0.4	1	1	Very dissatisfied
416	0.5	2	2	Dissatisfied
1321	1.6	3	3	Neither satisfied nor dissatisfied
728	0.9	4	4	Satisfied
355	0.4	5	5	Very satisfied
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WERA070DU Unedited: Amount of time it took/is taking to resolve your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23500	28.3	-9	.	No response
56487	68.0	-1	.B	No survey return
404	0.5	1	1	Very dissatisfied
449	0.5	2	2	Dissatisfied
1384	1.7	3	3	Neither satisfied nor dissatisfied
611	0.7	4	4	Satisfied
262	0.3	5	5	Very satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

WERA070EU Unedited: How well you were/are kept informed about the progress of your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23500	28.3	-9	.	No response
56487	68.0	-1	.B	No survey return
425	0.5	1	1	Very dissatisfied
443	0.5	2	2	Dissatisfied
1418	1.7	3	3	Neither satisfied nor dissatisfied
571	0.7	4	4	Satisfied
253	0.3	5	5	Very satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting  
process? Mark one answer for each item.

WERA070FU                      Unedited: Degree to which your privacy was/is being  
protected

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23495	28.3	-9	.	No response
56487	68.0	-1	.B	No survey return
359	0.4	1	1	Very dissatisfied
344	0.4	2	2	Dissatisfied
1424	1.7	3	3	Neither satisfied nor dissatisfied
684	0.8	4	4	Satisfied
304	0.4	5	5	Very satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

How satisfied are you with the following aspects of the reporting  
process? Mark one answer for each item.

WERA070GU Unedited: The complaint process overall

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23494	28.3	-9	.	No response
56487	68.0	-1	.B	No survey return
472	0.6	1	1	Very dissatisfied
437	0.5	2	2	Dissatisfied
1304	1.6	3	3	Neither satisfied nor dissatisfied
642	0.8	4	4	Satisfied
261	0.3	5	5	Very satisfied
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA071U

Unedited: Was your complaint found to be true? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE035_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23568	28.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1090	1.3	1	1	Yes
191	0.2	2	2	No
834	1.0	3	3	They were unable to determine whether your complaint was true or not
926	1.1	4	4	Does not apply, the action is still being processed
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA072U                      Unedited: How satisfied were you with the outcome of your  
complaint?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	VRYSAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
24409	29.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
409	0.5	1	1	Very dissatisfied
333	0.4	2	2	Dissatisfied
824	1.0	3	3	Neither satisfied nor dissatisfied
421	0.5	4	4	Satisfied
213	0.3	5	5	Very satisfied
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of reporting the situation, did you experience any . . .  
Mark "Yes," "No," or "Don't know" for each item.

WERA073AU                      Unedited: Professional retaliation (for example, loss of  
privileges, denied promotion/training, transferred to less  
favorable job)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23506	28.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
677	0.8	1	1	Yes
1867	2.3	2	2	No
559	0.7	3	3	Don't know
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

As a result of reporting the situation, did you experience any . . .  
Mark "Yes," "No," or "Don't know" for each item.

WERA073BU                      Unedited: Social retaliation (for example, ignored by  
coworkers, being blamed for the situation)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE025_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23517	28.3	-9	.	No response
56487	68.0	-1	.B	No survey return
619	0.7	1	1	Yes
1971	2.4	2	2	No
503	0.6	3	3	Don't know
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074AU                      Unedited: You thought it was not important enough to  
report.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19889	23.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3131	3.8	1	1	No
3589	4.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074BU Unedited: You did not know how to report.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19927	24.0	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5770	6.9	1	1	No
912	1.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074CU Unedited: You felt uncomfortable making a report.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19952	24.0	-9	.	No response
56487	68.0	-1	.B	No survey return
5132	6.2	1	1	No
1526	1.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074DU Unedited: You took care of the problem yourself.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19950	24.0	-9	.	No response
56487	68.0	-1	.B	No survey return
3974	4.8	1	1	No
2686	3.2	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074EU Unedited: You did not think anything would be done.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19940	24.0	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
4700	5.7	1	1	No
1968	2.4	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074FU Unedited: You thought you would not be believed.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20018	24.1	-9	.	No response
56487	68.0	-1	.B	No survey return
5582	6.7	1	1	No
1010	1.2	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WERA074GU                      Unedited: You thought reporting would take too much time and effort.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19939	24.0	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5124	6.2	1	1	No
1546	1.9	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074HU Unedited: You thought you would be labeled a troublemaker.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19928	24.0	-9	.	No response
56487	68.0	-1	.B	No survey return
4990	6.0	1	1	No
1692	2.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074IU                      Unedited: You thought it would make your work situation  
unpleasant.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19939	24.0	-9	.	No response
56487	68.0	-1	.B	No survey return
4720	5.7	1	1	No
1951	2.4	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WERA074JU                      Unedited: You thought your performance evaluation or chance for promotion would suffer.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19935	24.0	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5287	6.4	1	1	No
1387	1.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074KU                      Unedited: You were afraid of retaliation/reprisals from the  
person(s) who did it or from their friends.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19941	24.0	-9	.	No response
56487	68.0	-1	.B	No survey return
5449	6.6	1	1	No
1220	1.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the  
National Guard/Reserve/DoD/DHS individuals or organizations? Mark  
"Yes" or "No" for each statement.

WERA074LU                      Unedited: You were afraid of retaliation/reprisals from  
your chain-of-command.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT	NAME	TYPE	LENGTH
NA-NA	NA	NY		NUM	3
					STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19951	24.0	-9	.	No response
56487	68.0	-1	.B	No survey return
5513	6.6	1	1	No
1146	1.4	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark "Yes" or "No" for each statement.

WERA074MU                      Unedited: You did not know the identity of the person(s) who did it.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19985	24.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5663	6.8	1	1	No
960	1.2	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA076U

Unedited: Based on your responses to the previous question,  
would you say that the experiences you reported happening  
are racial/ethnic harassment or discrimination? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	HARDISC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19054	22.9	-9	.	No response
17	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
623	0.8	1	1	Yes, racial/ethnic harassment
1036	1.3	2	2	Yes, racial/ethnic discrimination
1029	1.2	3	3	Yes, both racial/ethnic harassment and discrimination
2763	3.3	4	4	No, neither racial/ethnic harassment nor discrimination
2088	2.5	60	60	Does not apply; you did not mark that anything had happened to you because of race/ethnicity
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA077U

Unedited: Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU? Mark one.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ALLOFIT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23534	28.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
533	0.6	1	1	Yes, all of it
723	0.9	2	2	Yes, some of it
1818	2.2	3	3	No
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA091U

Unedited: In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination? To indicate nine or more, enter "9".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE107_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10833	13.0	-9	.	No response
56487	68.0	-1	.B	No survey return
8	0.0	-7	.O	Out of range
104	0.1	0	0	0
6401	7.7	1	1	1
5259	6.3	2	2	2
1731	2.1	3	3	3
940	1.1	4	4	4
508	0.6	5	5	5
261	0.3	6	6	6
54	0.1	7	7	7
63	0.1	8	8	8
448	0.5	9	9	9
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092AU                      Unedited: Provides a good understanding of what words and  
actions are considered racial/ethnic harassment and  
discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11319	13.6	-9	.	No response
56487	68.0	-1	.B	No survey return
113	0.1	1	1	Strongly disagree
196	0.2	2	2	Disagree
1798	2.2	3	3	Neither agree nor disagree
7050	8.5	4	4	Agree
6134	7.4	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092BU                      Unedited: Teaches that racial/ethnic harassment and  
discrimination reduces the cohesion and effectiveness of  
the military as a whole

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11350	13.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
104	0.1	1	1	Strongly disagree
155	0.2	2	2	Disagree
1561	1.9	3	3	Neither agree nor disagree
6982	8.4	4	4	Agree
6457	7.8	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092CU                      Unedited: Identifies behaviors that are offensive to others  
and should not be tolerated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11357	13.7	-9	.	No response
56487	68.0	-1	.B	No survey return
90	0.1	1	1	Strongly disagree
165	0.2	2	2	Disagree
1605	1.9	3	3	Neither agree nor disagree
7143	8.6	4	4	Agree
6250	7.5	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092DU                      Unedited: Gives useful tools for dealing with racial/ethnic  
harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11395	13.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
96	0.1	1	1	Strongly disagree
291	0.4	2	2	Disagree
2105	2.5	3	3	Neither agree nor disagree
7021	8.5	4	4	Agree
5701	6.9	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092EU                      Unedited: Explains the process for reporting racial/ethnic  
harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11412	13.7	-9	.	No response
56487	68.0	-1	.B	No survey return
107	0.1	1	1	Strongly disagree
226	0.3	2	2	Disagree
1751	2.1	3	3	Neither agree nor disagree
7133	8.6	4	4	Agree
5981	7.2	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092FU                      Unedited: Makes me feel it is safe to complain about  
   offensive, race/ethnic-related situations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11348	13.7	-9	.	No response
56487	68.0	-1	.B	No survey return
158	0.2	1	1	Strongly disagree
363	0.4	2	2	Disagree
2213	2.7	3	3	Neither agree nor disagree
6760	8.1	4	4	Agree
5768	6.9	5	5	Strongly agree
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092GU                      Unedited: Promotes cross-cultural awareness

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11376	13.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
135	0.2	1	1	Strongly disagree
343	0.4	2	2	Disagree
2321	2.8	3	3	Neither agree nor disagree
6869	8.3	4	4	Agree
5565	6.7	5	5	Strongly agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092HU                      Unedited: Provides information about policies, procedures,  
and consequences of racial/ethnic harassment and  
discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11370	13.7	-9	.	No response
56487	68.0	-1	.B	No survey return
96	0.1	1	1	Strongly disagree
201	0.2	2	2	Disagree
1749	2.1	3	3	Neither agree nor disagree
7300	8.8	4	4	Agree
5894	7.1	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092IU                      Unedited: Provides information on my National Guard/Reserve  
component's policies on participation in racist/extremist  
organizations, hate crimes, or gangs

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11372	13.7	-9	.	No response
56487	68.0	-1	.B	No survey return
133	0.2	1	1	Strongly disagree
322	0.4	2	2	Disagree
2127	2.6	3	3	Neither agree nor disagree
7039	8.5	4	4	Agree
5617	6.8	5	5	Strongly agree
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

My National Guard/Reserve component's training . . . Mark one answer  
for each item.

WERA092JU                      Unedited: Promotes religious tolerance

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STRAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11381	13.7	-9	.	No response
56487	68.0	-1	.B	No survey return
175	0.2	1	1	Strongly disagree
296	0.4	2	2	Disagree
3079	3.7	3	3	Neither agree nor disagree
6415	7.7	4	4	Agree
5264	6.3	5	5	Strongly agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA093U

Unedited: In your opinion, how effective was the training  
you received in actually reducing/preventing behaviors  
which might be seen as racial/ethnic harassment and  
discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTEFF	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
11255	13.5	-9	.	No response
56487	68.0	-1	.B	No survey return
722	0.9	1	1	Not at all effective
2348	2.8	2	2	Slightly effective
6611	8.0	3	3	Moderately effective
5674	6.8	4	4	Very effective
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA098U

Unedited: In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	LSSOFTD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9072	10.9	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3102	3.7	1	1	Much less often
6169	7.4	2	2	Less often
6969	8.4	3	3	About the same
557	0.7	4	4	More often
159	0.2	5	5	Much more often
578	0.7	6	6	Don't know, I have been in the military less than 5 years
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

WERA099U

Unedited: In your opinion, have race/ethnic relations  
overall in the military gotten better or worse over the  
last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTTRTDY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9563	11.5	-9	.	No response
56487	68.0	-1	.B	No survey return
677	0.8	1	1	Worse today
7962	9.6	2	2	About the same as 5 years ago
8408	10.1	3	3	Better today
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA100AU Unedited: Blacks or African Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9652	11.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
90	0.1	1	1	Much worse
395	0.5	2	2	Worse
8317	10.0	3	3	Neither better nor worse
6049	7.3	4	4	Better
2106	2.5	5	5	Much better
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA100BU                      Unedited: American Indians or Alaska Natives?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9789	11.8	-9	.	No response
56487	68.0	-1	.B	No survey return
81	0.1	1	1	Much worse
320	0.4	2	2	Worse
9761	11.8	3	3	Neither better nor worse
5090	6.1	4	4	Better
1569	1.9	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA100CU Unedited: Asians, Native Hawaiians or Pacific Islanders?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9766	11.8	-9	.	No response
56487	68.0	-1	.B	No survey return
62	0.1	1	1	Much worse
248	0.3	2	2	Worse
9480	11.4	3	3	Neither better nor worse
5410	6.5	4	4	Better
1644	2.0	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA100DU Unedited: Spanish/Hispanic/Latinos?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9790	11.8	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
106	0.1	1	1	Much worse
390	0.5	2	2	Worse
8472	10.2	3	3	Neither better nor worse
5880	7.1	4	4	Better
1970	2.4	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA100EU Unedited: Arab Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9826	11.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
584	0.7	1	1	Much worse
2203	2.7	2	2	Worse
8859	10.7	3	3	Neither better nor worse
3846	4.6	4	4	Better
1291	1.6	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA100FU Unedited: Whites?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9748	11.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
199	0.2	1	1	Much worse
510	0.6	2	2	Worse
9575	11.5	3	3	Neither better nor worse
4327	5.2	4	4	Better
2248	2.7	5	5	Much better
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Gathered on Survey-Confidential Variables

In your opinion, have opportunities in the military gotten better or worse over the last 5 years for . . . Mark one answer for each item.

WERA100GU Unedited: Muslims?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHBTR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9814	11.8	-9	.	No response
56487	68.0	-1	.B	No survey return
882	1.1	1	1	Much worse
2576	3.1	2	2	Worse
8783	10.6	3	3	Neither better nor worse
3423	4.1	4	4	Better
1132	1.4	5	5	Much better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

SRGRADER

Tab: What is your current paygrade?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PYGRADE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1399	1.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5254	6.3	1	1	E1-E4
11739	14.1	2	2	E5-E9
795	1.0	3	3	W1-W5
3335	4.0	4	4	O1-O3
4085	4.9	5	5	O4-O6
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

SRRACEFB

Con: SRRACEF-Member More than one race

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		WE110_	NUM	5	STDOS8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
952	1.2	11112	11112	11112
3926	4.7	11121	11121	11121
151	0.2	11122	11122	11122
1482	1.8	11211	11211	11211
4	0.0	11212	11212	11212
16	0.0	11221	11221	11221
6	0.0	11222	11222	11222
7294	8.8	12111	12111	12111
8	0.0	12112	12112	12112
56	0.1	12121	12121	12121
2	0.0	12122	12122	12122
132	0.2	12211	12211	12211
6	0.0	12221	12221	12221
1	0.0	12222	12222	12222
9167	11.0	21111	21111	21111
36	0.0	21112	21112	21112
320	0.4	21121	21121	21121
37	0.0	21122	21122	21122
383	0.5	21211	21211	21211
4	0.0	21212	21212	21212
25	0.0	21221	21221	21221
5	0.0	21222	21222	21222
178	0.2	22111	22111	22111
1	0.0	22112	22112	22112
12	0.0	22121	22121	22121
2	0.0	22122	22122	22122
79	0.1	22211	22211	22211
2	0.0	22212	22212	22212
6	0.0	22221	22221	22221
8	0.0	22222	22222	22222
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

SRRACEF

Tab: Member Race-More than one race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MULTRAC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
22821	27.5	1	1	Marked one race
1480	1.8	2	2	Marked more than one race
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

SRRETH1 Member: Are you Spanish/Hispanic/Latino?What is your race?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE037_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1656	2.0	-9	.	No response
56487	68.0	-1	.B	No survey return
151	0.2	1	1	H American Indian or Alaska Native
122	0.2	2	2	H Asian
253	0.3	3	3	H Black or African American
67	0.1	4	4	H Native Hawaiian or Other Pacific Islander
2665	3.2	5	5	H White
191	0.2	7	7	Hispanic/Latino reporting more than one race
774	0.9	8	8	H Unknown race
1322	1.6	9	9	NH American Indian or Alaska Native
3784	4.6	10	10	NH Asian
6988	8.4	11	11	NH Black or African American
876	1.1	12	12	NH Native Hawaiian or Other Pacific Islander
6480	7.8	13	13	NH White
333	0.4	15	15	NH American Indian or Alaska Native & White
303	0.4	16	16	NH Asian & White
132	0.2	17	17	NH Black or African American & White
124	0.2	18	18	NH American Indian or Alaska Native & Black or African American
389	0.5	19	19	NH Balance of individuals reporting more than one race
83097	100.3	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THESE RACIAL/ETHNIC CATEGORIES ARE CONSISTENT WITH THE 1997 STANDARDS FOR  
MAINTAINING, COLLECTING, AND PRESENTING FEDERAL DATA ON RACE AND ETHNICITY.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

ANCCODE Ancestry Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ANCCODE	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4220	5.1	-9	.	No response
56487	68.0	-1	.B	No survey return
5	0.0	3	3	Austrian
1	0.0	5	5	Basque
3	0.0	8	8	Belgian
21	0.0	11	11	British
2	0.0	16	16	Corsican
1	0.0	19	19	Turkish Cypriote
10	0.0	20	20	Danish
29	0.0	21	21	Dutch
192	0.2	22	22	English
12	0.0	24	24	Finnish
39	0.1	26	26	French
503	0.6	32	32	German
1	0.0	40	40	Prussian
15	0.0	46	46	Greek
321	0.4	50	50	Irish
182	0.2	51	51	Italian
82	0.1	82	82	Norwegian
21	0.0	84	84	Portuguese
72	0.1	87	87	Scotch Irish
75	0.1	88	88	Scottish
17	0.0	89	89	Swedish
13	0.0	91	91	Swiss
14	0.0	97	97	Welsh
4	0.0	98	98	Scandinavian
1	0.0	100	100	Albanian
1	0.0	103	103	Bulgarian
7	0.0	109	109	Croatian
13	0.0	111	111	Czech
1	0.0	112	112	Bohemian
4	0.0	114	114	Czechoslovakian
1	0.0	116	116	Ivonian
2	0.0	122	122	German from Russia
12	0.0	125	125	Hungarian
1	0.0	128	128	Latvian
3	0.0	129	129	Lithuanian
1	0.0	130	130	Macedonian
86	0.1	142	142	Polish
9	0.0	144	144	Romanian
13	0.0	148	148	Russian
2	0.0	152	152	Serbian
6	0.0	153	153	Slovak
1	0.0	154	154	Slovene

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

ANCCODE                      Ancestry Code

OS DATA			SAS DATA				
COLS	LENGTH		FORMAT	NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA			ANCCODE	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8	0.0	171	171	Ukrainian
4	0.0	176	176	Yugoslavian
4	0.0	178	178	Slavic
7	0.0	187	187	Western European
4	0.0	190	190	Eastern European
63	0.1	195	195	European
20	0.0	200	200	Spaniard
1	0.0	204	204	Catalonian
910	1.1	210	210	Mexican
59	0.1	211	211	Mexican American
4	0.0	212	212	Mexicano
1	0.0	213	213	Chicano
1	0.0	215	215	Mexican American Indian
5	0.0	221	221	Costa Rican
30	0.0	222	222	Guatemalan
16	0.0	223	223	Honduran
29	0.0	224	224	Nicaraguan
37	0.0	225	225	Panamanian
44	0.1	226	226	Salvadoran
4	0.0	227	227	Central American
2	0.0	231	231	Argentinean
4	0.0	232	232	Bolivian
5	0.0	233	233	Chilean
68	0.1	234	234	Colombian
33	0.0	235	235	Ecuadorian
35	0.0	237	237	Peruvian
8	0.0	239	239	Venezuelan
6	0.0	249	249	South American
2	0.0	250	250	Latin American
4	0.0	251	251	Latin
2	0.0	252	252	Latino
757	0.9	261	261	Puerto Rican
52	0.1	271	271	Cuban
70	0.1	275	275	Dominican
68	0.1	290	290	Hispanic
223	0.3	291	291	Spanish
5	0.0	295	295	Spanish American
7	0.0	300	300	Bahamian
13	0.0	301	301	Barbadian
11	0.0	302	302	Belizean
212	0.3	308	308	Jamaican
6	0.0	314	314	Trinidadian Tobagonian
50	0.1	315	315	Trinidadian
3	0.0	317	317	U S Virgin Islander
1	0.0	321	321	British Virgin Islander

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

ANCCODE Ancestry Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ANCCODE	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	324	324	Anguilla Islander
6	0.0	325	325	Antigua and Barbuda
2	0.0	326	326	Montserrat Islander
5	0.0	327	327	Kitts/Nevis Islander
2	0.0	328	328	Dominica Islander
4	0.0	329	329	Grenadian
7	0.0	331	331	St Lucia Islander
27	0.0	335	335	West Indian
84	0.1	336	336	Haitian
5	0.0	360	360	Brazilian
23	0.0	370	370	Guyanese
3	0.0	402	402	Egyptian
1	0.0	406	406	Moroccan
1	0.0	411	411	North African
1	0.0	416	416	Iranian
2	0.0	419	419	Israeli
5	0.0	425	425	Lebanese
4	0.0	431	431	Armenian
1	0.0	434	434	Turkish
1	0.0	483	483	Assyrian
1	0.0	490	490	Mideast
1	0.0	495	495	Arab
5	0.0	508	508	Cameroon
14	0.0	510	510	Cape Verdean
7	0.0	522	522	Ethiopian
2	0.0	523	523	Eritrean
2	0.0	527	527	Gambian
9	0.0	529	529	Ghanian
1	0.0	532	532	Ivory Coast
10	0.0	534	534	Kenyan
11	0.0	541	541	Liberian
56	0.1	553	553	Nigerian
1	0.0	564	564	Senegalese
1	0.0	566	566	Sierra Leonean
1	0.0	568	568	Somalian
1	0.0	570	570	South African
2	0.0	576	576	Sudanese
6	0.0	586	586	Togo
1	0.0	597	597	Eastern African
2	0.0	598	598	Western African
109	0.1	599	599	African
1	0.0	600	600	Afghan
7	0.0	603	603	Bangladeshi
7	0.0	615	615	Asian Indian
2	0.0	618	618	Bengali

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WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

ANCCODE Ancestry Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ANCCODE	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23	0.0	620	620	East Indian
3	0.0	650	650	Punjab
8	0.0	680	680	Pakistani
2	0.0	690	690	Sri Lankan
1	0.0	691	691	Singhalese
8	0.0	700	700	Burmese
34	0.0	703	703	Cambodian
402	0.5	706	706	Chinese
4	0.0	707	707	Cantonese
4	0.0	716	716	Hong Kong
1262	1.5	720	720	Filipino
11	0.0	730	730	Indonesian
304	0.4	740	740	Japanese
12	0.0	748	748	Okinawan
398	0.5	750	750	Korean
46	0.1	765	765	Laotian
32	0.0	768	768	Hmong
6	0.0	770	770	Malaysian
1	0.0	774	774	Singaporean
54	0.1	776	776	Thai
37	0.0	782	782	Taiwanese
249	0.3	785	785	Vietnamese
1	0.0	790	790	Montagnard
2	0.0	793	793	Eurasian
1	0.0	794	794	Amerasian
17	0.0	795	795	Asian
1	0.0	803	803	New Zealander
13	0.0	808	808	Polynesian
111	0.1	811	811	Hawaiian
138	0.2	814	814	Samoa
5	0.0	815	815	Tongan
15	0.0	820	820	Micronesian
49	0.1	821	821	Guamanian
106	0.1	822	822	Chamorro Islander
2	0.0	823	823	Saipanese
16	0.0	824	824	Palauan
2	0.0	827	827	Ponapean
1	0.0	830	830	Carolinian
4	0.0	841	841	Fijian
14	0.0	850	850	Pacific Islander
4254	5.1	902	902	African American
68	0.1	903	903	Black
6	0.0	907	907	Creole
2	0.0	908	908	Mulatto
1	0.0	914	914	South American Indian

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

ANCCODE Ancestry Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ANCCODE	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
472	0.6	917	917	Cherokee
74	0.1	918	918	Indian
201	0.2	920	920	American Indian
9	0.0	922	922	Eskimo
20	0.0	924	924	White
1	0.0	927	927	Appalachian
1	0.0	929	929	Pennsylvania German
7	0.0	931	931	Canadian
59	0.1	935	935	French Canadian
1	0.0	936	936	Acadian
1	0.0	937	937	Cajun
388	0.5	939	939	American
73	0.1	940	940	United States
2	0.0	941	941	Alabama
16	0.0	942	942	Alaska
1	0.0	943	943	Arizona
1	0.0	945	945	California
1	0.0	950	950	Florida
1	0.0	971	971	New York
3	0.0	983	983	Texas
1	0.0	986	986	Virginia
3	0.0	994	994	North American
35	0.0	995	995	Mixture
223	0.3	996	996	Uncodable Entries
83	0.1	998	998	Other Responses
15	0.0	999	999	Not Reported
1991	2.4	1000	1000	Mixture-Western Europe
28	0.0	1001	1001	Mixture-Eastern & Former Soviet Union
255	0.3	1003	1003	Mixture-Hispanic
29	0.0	1004	1004	Mixture-Non-Hispanic West Indies
1	0.0	1007	1007	Mixture-Arab
10	0.0	1009	1009	Mixture-Sub-Saharan Africa
1	0.0	1010	1010	Mixture-South Asia
195	0.2	1011	1011	Mixture-East Asia
48	0.1	1013	1013	Mixture-Pacific Islands
26	0.0	1014	1014	Mixture-African American
46	0.1	1016	1016	Mixture-Native North/Central/South American Indian
2	0.0	1017	1017	Mixture-Canadian
6	0.0	1018	1018	Mixture-American
5188	6.2	1019	1019	Mixture-Multi-Regional
83097	99.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

ANCARABFLG Arab Ancestry

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ARABFLG	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4220	5.1	-9	.	No response
56487	68.0	-1	.B	No survey return
22330	26.9	1	1	1
60	0.1	2	2	2
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

ANCMIDEASTFLG Middle Eastern Ancestry

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MIDEFLG	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4220	5.1	-9	.	No response
56487	68.0	-1	.B	No survey return
22283	26.8	1	1	1
107	0.1	2	2	2
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

ANCRELIGFLG Religion Affiliation Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RELIGFL	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4220	5.1	-9	.	No response
56487	68.0	-1	.B	No survey return
22344	26.9	1	1	1
41	0.1	3	3	3
5	0.0	4	4	4
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

SRMARSTR

Tab bar chart: Percentage Married or Separated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1499	1.8	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9278	11.2	1	1	No
15829	19.1	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA011R                      Tab bar: Percentage Married or with Significant Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MARRSO	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1604	1.9	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
11	0.0	-4	.I	Incomplete grid
5209	6.3	1	1	Not married and no significant other
19783	23.8	2	2	Married or with significant other
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

SRRACEFSB Con: SRRACEFS-Spouse More than one race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE110_	NUM	5	STDOS8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7780	9.4	-9	.	No response
56487	68.0	-1	.B	No survey return
507	0.6	11112	11112	11112
2351	2.8	11121	11121	11121
66	0.1	11122	11122	11122
402	0.5	11211	11211	11211
1	0.0	11212	11212	11212
4	0.0	11221	11221	11221
1	0.0	11222	11222	11222
4747	5.7	12111	12111	12111
4	0.0	12112	12112	12112
10	0.0	12121	12121	12121
44	0.1	12211	12211	12211
4	0.0	12221	12221	12221
10334	12.4	21111	21111	21111
27	0.0	21112	21112	21112
83	0.1	21121	21121	21121
16	0.0	21122	21122	21122
119	0.1	21211	21211	21211
1	0.0	21212	21212	21212
2	0.0	21221	21221	21221
1	0.0	21222	21222	21222
86	0.1	22111	22111	22111
1	0.0	22112	22112	22112
3	0.0	22121	22121	22121
8	0.0	22211	22211	22211
1	0.0	22212	22212	22212
7	0.0	22222	22222	22222
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

SRRACEFS

Tab: Spouse Race-More than one race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MULTRAC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7780	9.4	-9	.	No response
56487	68.0	-1	.B	No survey return
18341	22.1	1	1	Marked one race
489	0.6	2	2	Marked more than one race
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

SRRETH1S Spouse: Are you Spanish/Hispanic/Latino?What is your race?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE036_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
271	0.3	-9	.	No response
56487	68.0	-1	.B	No survey return
6827	8.2	-6	.N	Not applicable
49	0.1	1	1	H American Indian or Alaska Native
62	0.1	2	2	H Asian
178	0.2	3	3	H Black or African American
51	0.1	4	4	H Native Hawaiian or Other Pacific Islander
1679	2.0	5	5	H White
77	0.1	7	7	Hispanic/Latino reporting more than one race
750	0.9	8	8	H Unknown race
352	0.4	9	9	NH American Indian or Alaska Native
2274	2.7	10	10	NH Asian
4541	5.5	11	11	NH Black or African American
451	0.5	12	12	NH Native Hawaiian or Other Pacific Islander
8638	10.4	13	13	NH White
94	0.1	15	15	NH American Indian or Alaska Native & White
76	0.1	16	16	NH Asian & White
63	0.1	17	17	NH Black or African American & White
41	0.1	18	18	NH American Indian or Alaska Native & Black or African American
136	0.2	19	19	NH Balance of individuals reporting more than one race
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THESE RACIAL/ETHNIC CATEGORIES ARE CONSISTENT WITH THE 1997 STANDARDS FOR MAINTAINING, COLLECTING, AND PRESENTING FEDERAL DATA ON RACE AND ETHNICITY.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA015BR                      Brief: Likelihood to continue to participate in the  
National Guard/Reserve

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	LIKELY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1544	1.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3306	4.0	1	1	Very unlikely/Unlikely
2513	3.0	2	2	Neither likely not unlikely
19246	23.2	3	3	Very likely/Likely
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA016BR

Brief: In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FAVORAB	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
100	0.1	-9	.	No response
6	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13	0.0	-4	.I	Incomplete grid
6827	8.2	-6	.N	Not applicable
2887	3.5	1	1	Very unfavorably/unfavorably
2491	3.0	2	2	Neither favorably nor unfavorably
14286	17.2	3	3	Very favorably/favorably
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA017BR                      Brief: In your opinion, how does your family view your  
participation in the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FAVORAB	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1601	1.9	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2634	3.2	1	1	Very unfavorably/unfavorably
3240	3.9	2	2	Neither favorably nor unfavorably
19130	23.0	3	3	Very favorably/favorably
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA018BR                      Brief: In general, has your life been better or worse than  
you expected when you first entered the National  
Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETTER	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1592	1.9	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1736	2.1	1	1	Much worse/worse
7267	8.8	2	2	Neither better nor worse
16013	19.3	3	3	Much better/better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA019BR

Brief: In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETTER	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1634	2.0	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3356	4.0	1	1	Much worse/worse
7672	9.2	2	2	Neither better nor worse
13946	16.8	3	3	Much better/better
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA020BR                      Brief: Overall, how satisfied are you with the military way  
of life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1604	1.9	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2359	2.8	1	1	Dissatisfied
3449	4.2	2	2	Neither satisfied nor dissatisfied
19196	23.1	3	3	Satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

COMAFF Counts the items answered in the Affective Commitment Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
1777	2.1	0	0	0
17	0.0	1	1	1
27	0.0	2	2	2
27	0.0	3	3	3
60	0.1	4	4	4
796	1.0	5	5	5
23906	28.8	6	6	6
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

COMCON                      Counts the items answers for in the Continuance Commitment  
Scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
1821	2.2	0	0	0
228	0.3	1	1	1
24561	29.6	2	2	2
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

COMNORM                      Con: Counts the items answers for in the Normative  
Commitment Scale from Q21 C, F, I

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
1804	2.2	0	0	0
43	0.1	1	1	1
430	0.5	2	2	2
24333	29.3	3	3	3
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021ABR

Brief: I enjoy serving in the National Guard/Reserve.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1859	2.2	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1271	1.5	1	1	Disagree
2337	2.8	2	2	Neither agree nor disagree
21140	25.4	3	3	Agree
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021BBR

Brief: Serving in the National Guard/Reserve is consistent  
with my personal goals.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2039	2.5	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1793	2.2	1	1	Disagree
3378	4.1	2	2	Neither agree nor disagree
19397	23.3	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021CBR

Brief: I would feel guilty if I left the National  
Guard/Reserve

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2044	2.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
7989	9.6	1	1	Disagree
7330	8.8	2	2	Neither agree nor disagree
9246	11.1	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021DBR                      Brief:Generally, on a day-to-day basis, I am happy with my  
life in the National Guard/Reserve.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2023	2.4	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2153	2.6	1	1	Disagree
3992	4.8	2	2	Neither agree nor disagree
18439	22.2	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021EBR

Brief:It would be difficult for me to leave the National  
Guard/Reserve and give up the benefits that are available.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1922	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6202	7.5	1	1	Disagree
5652	6.8	2	2	Neither agree nor disagree
12833	15.4	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021FBR

Brief:I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1942	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
4293	5.2	1	1	Disagree
5755	6.9	2	2	Neither agree nor disagree
14619	17.6	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021GBR                      Brief:I really feel as if the military's values are my own.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2066	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
1439	1.7	1	1	Disagree
3995	4.8	2	2	Neither agree nor disagree
19110	23.0	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021HBR                      Generally, on a day-to-day basis, I am proud to be in the  
National Guard/Reserve.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1894	2.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
631	0.8	1	1	Disagree
1911	2.3	2	2	Neither agree nor disagree
22172	26.7	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021IBR                      Brief:If I left the National Guard/Reserve, I would feel  
like I had let my country down.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1938	2.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9573	11.5	1	1	Disagree
6985	8.4	2	2	Neither agree nor disagree
8112	9.8	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021JBR

Brief: I continue to serve in the National Guard/Reserve  
because leaving would require considerable sacrifice.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1947	2.3	-9	.	No response
56487	68.0	-1	.B	No survey return
9238	11.1	1	1	Disagree
7736	9.3	2	2	Neither agree nor disagree
7689	9.3	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA021KBR

Brief:I feel like being a member of the National  
Guard/Reserve can help me achieve what I want in life.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1960	2.4	-9	.	No response
56487	68.0	-1	.B	No survey return
2760	3.3	1	1	Disagree
5328	6.4	2	2	Neither agree nor disagree
16562	19.9	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021LBR

Brief:I intend to leave the National Guard/Reserve at the  
next available opportunity.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1976	2.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13983	16.8	1	1	Disagree
6436	7.8	2	2	Neither agree nor disagree
4213	5.1	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021MBR                      My National Guard/Reserve component's evaluation/selection  
system is effective in promoting its best members.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1959	2.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
8406	10.1	1	1	Disagree
7464	9.0	2	2	Neither agree nor disagree
8780	10.6	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA021NBR

Brief: I am proud to tell others that I am a member of my  
National Guard/Reserve component.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1926	2.3	-9	.	No response
56487	68.0	-1	.B	No survey return
788	1.0	1	1	Disagree
2741	3.3	2	2	Neither agree nor disagree
21155	25.5	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA025BR

Brief: In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPECT1_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1981	2.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3336	4.0	1	1	Much less than expected/less than expected
13457	16.2	2	2	Neither more or less than expected
7835	9.4	3	3	Much more than expected/more than expected
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WEA026BR                      What impact has time away (or lack thereof) from your home  
in the past 12 months had on your military career  
intentions?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STAY1_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2052	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
4144	5.0	1	1	Greatly increased your desire to stay/Increased your desire to stay
16668	20.1	2	2	Neither increased nor decreased your desire to stay
3746	4.5	3	3	Decreased your desire to stay/Greatly decreased your desire to stay
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA028R

Tab bar: Are you a military technician?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
222	0.3	-9	.	No response
56487	68.0	-1	.B	No survey return
14642	17.6	-6	.N	Not applicable
9838	11.8	1	1	No
1908	2.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA029R

Tab bar: Do you have a civilian job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
484	0.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9059	10.9	-6	.N	Not applicable
3439	4.1	1	1	No
13625	16.4	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA030R Tab bar: Are you a student?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
484	0.6	-9	.	No response
56487	68.0	-1	.B	No survey return
9059	10.9	-6	.N	Not applicable
13024	15.7	1	1	No
4043	4.9	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA037R

Tab: Are you currently deployed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE024_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
2112	2.5	-6	.N	Not applicable
1361	1.6	1	1	Yes
1035	1.3	2	2	No
22084	26.6	3	3	Does not apply
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA038AR2                      Tab group: Since 9/11 have you been deployed for Operation  
Noble Eagle (airport security)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2291	2.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21997	26.5	1	1	No
2321	2.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA038BR2                      Tab group: Since 9/11 have you been deployed for Operation  
Enduring Freedom (Afghanistan)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2292	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
20285	24.4	1	1	No
4033	4.9	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA038CR2                      Tab group: Since 9/11 have you been deployed for Operation  
Iraqi Freedom

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2291	2.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
15162	18.3	1	1	No
9156	11.0	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA038DR2

Tab group: Since 9/11 have you been deployed for Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2292	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
19371	23.3	1	1	No
4947	6.0	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

SUPSAT1 Con: Counts the items answered in the Supervisor  
Satisfaction scale

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
2189	2.6	0	0	0
14	0.0	1	1	1
9	0.0	2	2	2
8	0.0	3	3	3
21	0.0	4	4	4
316	0.4	5	5	5
24053	29.0	6	6	6
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA040ABR                      Brief: Your immediate supervisor at your military job? You trust your supervisor.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2228	2.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2592	3.1	1	1	Disagree
3815	4.6	2	2	Neither agree nor disagree
17972	21.6	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WEA040BBR                      Your immediate supervisor at your military job? Your supervisor ensures that all assigned personnel are treated fairly.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2291	2.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2780	3.4	1	1	Disagree
4154	5.0	2	2	Neither agree nor disagree
17384	20.9	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA040CBR

Brief: Your immediate supervisor at your military job?  
There is very little conflict between your supervisor and  
the people who report to him/her.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2261	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
3161	3.8	1	1	Disagree
4713	5.7	2	2	Neither agree nor disagree
16475	19.8	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA040DBR

Brief: Your immediate supervisor at your military job? Your supervisor evaluates your work performance fairly.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2267	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
2156	2.6	1	1	Disagree
4599	5.5	2	2	Neither agree nor disagree
17588	21.2	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA040EBR

Brief: Your immediate supervisor at your military job? Your supervisor assigns work fairly in your work group.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2303	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
2375	2.9	1	1	Disagree
4780	5.8	2	2	Neither agree nor disagree
17152	20.6	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA040FBR

Brief: Your immediate supervisor at your military job? You are satisfied with the direction/supervision you receive.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2268	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
3449	4.2	1	1	Disagree
4374	5.3	2	2	Neither agree nor disagree
16519	19.9	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA041HB Construction variable for Member more than one race

OS DATA			SAS DATA				
COLS	LENGTH		FORMAT	NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA			WE111_	NUM	7	13

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2323	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
1146	1.4	1111112	1111112	1111112
1655	2.0	1111121	1111121	1111121
9	0.0	1111122	1111122	1111122
448	0.5	1111211	1111211	1111211
2	0.0	1111221	1111221	1111221
951	1.1	1112111	1112111	1112111
4	0.0	1112112	1112112	1112112
20	0.0	1112121	1112121	1112121
1	0.0	1112122	1112122	1112122
71	0.1	1112211	1112211	1112211
1	0.0	1112212	1112212	1112212
3	0.0	1112221	1112221	1112221
91	0.1	1121111	1121111	1121111
3	0.0	1121112	1121112	1121112
4	0.0	1121121	1121121	1121121
1	0.0	1122111	1122111	1122111
1	0.0	1122211	1122211	1122211
2866	3.5	1211111	1211111	1211111
9	0.0	1211112	1211112	1211112
20	0.0	1211121	1211121	1211121
1	0.0	1211122	1211122	1211122
4	0.0	1211211	1211211	1211211
5	0.0	1212111	1212111	1212111
3	0.0	1212211	1212211	1212211
5	0.0	1221111	1221111	1221111
16285	19.6	2111111	2111111	2111111
104	0.1	2111112	2111112	2111112
175	0.2	2111121	2111121	2111121
3	0.0	2111122	2111122	2111122
18	0.0	2111211	2111211	2111211
5	0.0	2111221	2111221	2111221
70	0.1	2112111	2112111	2112111
4	0.0	2112121	2112121	2112121
14	0.0	2112211	2112211	2112211
1	0.0	2112212	2112212	2112212
1	0.0	2112221	2112221	2112221
21	0.0	2121111	2121111	2121111
3	0.0	2121121	2121121	2121121
1	0.0	2122111	2122111	2122111
152	0.2	2211111	2211111	2211111
1	0.0	2211112	2211112	2211112
40	0.1	2211121	2211121	2211121

(CONTINUED)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA041HB Construction variable for Member more than one race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE111_	NUM	7	13

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4	0.0	2211122	2211122	2211122
6	0.0	2211211	2211211	2211211
13	0.0	2212111	2212111	2212111
1	0.0	2212112	2212112	2212112
9	0.0	2212121	2212121	2212121
1	0.0	2212122	2212122	2212122
1	0.0	2212211	2212211	2212211
2	0.0	2212221	2212221	2212221
7	0.0	2221111	2221111	2221111
2	0.0	2221121	2221121	2221121
5	0.0	2222121	2222121	2222121
1	0.0	2222122	2222122	2222122
6	0.0	2222221	2222221	2222221
7	0.0	2222222	2222222	2222222
83097	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WEA043ABR                      Brief: Your military workplace? I know what is expected of  
me at work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2524	3.0	-9	.	No response
56487	68.0	-1	.B	No survey return
1216	1.5	1	1	Disagree
1976	2.4	2	2	Neither agree nor disagree
20894	25.1	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043BBR

Brief: Your military workplace? I have the materials and equipment I need to do my work right.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2611	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3968	4.8	1	1	Disagree
3599	4.3	2	2	Neither agree nor disagree
16430	19.8	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043CBR

Brief: Your military workplace? At work, I have the  
opportunity to do what I do best every duty day.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2624	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
3609	4.3	1	1	Disagree
4383	5.3	2	2	Neither agree nor disagree
15994	19.3	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043DBR

Brief: Your military workplace? In the last 7 duty days I  
have received recognition or praise for doing good work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2600	3.1	-9	.	No response
56487	68.0	-1	.B	No survey return
6086	7.3	1	1	Disagree
6718	8.1	2	2	Neither agree nor disagree
11206	13.5	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043EBR

Brief: Your military workplace? My supervisor, or someone  
at work, seems to care about me as a person.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2604	3.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1991	2.4	1	1	Disagree
4463	5.4	2	2	Neither agree nor disagree
17551	21.1	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043FBR

Brief: Your military workplace? There is someone at work  
who encourages my development.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2585	3.1	-9	.	No response
56487	68.0	-1	.B	No survey return
2770	3.3	1	1	Disagree
4717	5.7	2	2	Neither agree nor disagree
16538	19.9	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043GBR                      Brief: Your military workplace? At work, my opinions seem  
to count.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2658	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2956	3.6	1	1	Disagree
4778	5.8	2	2	Neither agree nor disagree
16218	19.5	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043HBR

Brief: Your military workplace? The mission/purpose of my  
National Guard/Reserve component makes me feel my job is  
important.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2637	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2176	2.6	1	1	Disagree
4212	5.1	2	2	Neither agree nor disagree
17585	21.2	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043IBR                      Brief: Your military workplace? My coworkers are committed  
to doing quality work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2653	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1759	2.1	1	1	Disagree
4443	5.4	2	2	Neither agree nor disagree
17754	21.4	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WEA043JBR                      Brief: Your military workplace? I have a best friend at  
work.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2776	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6467	7.8	1	1	Disagree
8012	9.6	2	2	Neither agree nor disagree
9354	11.3	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043KBR

Brief: Your military workplace? In the last 6 months,  
someone has talked to me about my progress.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2569	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
4433	5.3	1	1	Disagree
4547	5.5	2	2	Neither agree nor disagree
15059	18.1	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043LBR

Brief: Your military workplace? This last year, I have had opportunities at work to learn and to grow.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2611	3.1	-9	.	No response
56487	68.0	-1	.B	No survey return
2714	3.3	1	1	Disagree
3802	4.6	2	2	Neither agree nor disagree
17483	21.0	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043MBR

Brief: Your military workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2602	3.1	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6500	7.8	1	1	Disagree
7667	9.2	2	2	Neither agree nor disagree
9839	11.8	3	3	Agree
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043NBR

WERA043NBR Brief: Your military workplace? My supervisor  
helps everyone in my work group feel included.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2641	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
3125	3.8	1	1	Disagree
5803	7.0	2	2	Neither agree nor disagree
15041	18.1	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043OBR

Brief: Your military workplace? I trust my supervisor to  
deal fairly with issues of equal treatment at my workplace.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2636	3.2	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2865	3.5	1	1	Disagree
4398	5.3	2	2	Neither agree nor disagree
16709	20.1	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA043PBR

Brief: Your military workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2617	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
4675	5.6	1	1	Disagree
5005	6.0	2	2	Neither agree nor disagree
14313	17.2	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

CWORKSAT1 Con: Counts the number of valid answers in Q44a-e

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE027_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
2540	3.1	0	0	0
9	0.0	1	1	1
6	0.0	2	2	2
15	0.0	3	3	3
547	0.7	4	4	4
23493	28.3	5	5	5
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA044ABR

Brief: People you work with at your military workplace?  
There is very little conflict among your coworkers.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2598	3.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3534	4.3	1	1	Disagree
5312	6.4	2	2	Neither agree nor disagree
15165	18.3	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA044BBR

Brief: People you work with at your military workplace?  
Your coworkers put in the effort required for their jobs.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2760	3.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2090	2.5	1	1	Disagree
4445	5.4	2	2	Neither agree nor disagree
17314	20.8	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA044CBR

Brief: People you work with at your military workplace? The people in your work group tend to get along.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2704	3.3	-9	.	No response
56487	68.0	-1	.B	No survey return
1297	1.6	1	1	Disagree
3527	4.2	2	2	Neither agree nor disagree
19082	23.0	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA044DBR

Brief: People you work with at your military workplace? The people in your work group are willing to help each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2644	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1264	1.5	1	1	Disagree
3574	4.3	2	2	Neither agree nor disagree
19128	23.0	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA044EBR

Brief: People you work with at your military workplace? You are satisfied with the relationships you have with your coworkers.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2623	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1404	1.7	1	1	Disagree
3787	4.6	2	2	Neither agree nor disagree
18796	22.6	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA044FBR

Brief: People you work with at your military workplace? You put more effort into your job than your coworkers do.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2615	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2663	3.2	1	1	Disagree
11929	14.4	2	2	Neither agree nor disagree
9402	11.3	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WORKSAT1 Con: Counts the number of valid answers in Q45a-d

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
2593	3.1	0	0	0
9	0.0	1	1	1
13	0.0	2	2	2
254	0.3	3	3	3
23741	28.6	4	4	4
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA045ABR

Brief: Work you do at your military workplace? Your work provides you with a sense of pride.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2629	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1374	1.7	1	1	Disagree
3231	3.9	2	2	Neither agree nor disagree
19376	23.3	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA045BBR

Brief: Work you do at your military workplace? Your work makes good use of your skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2688	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
3098	3.7	1	1	Disagree
3935	4.7	2	2	Neither agree nor disagree
16889	20.3	3	3	Agree
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA045CBR

Brief: Work you do at your military workplace? You like the kind of work you do.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2709	3.3	-9	.	No response
56487	68.0	-1	.B	No survey return
2046	2.5	1	1	Disagree
3829	4.6	2	2	Neither agree nor disagree
18026	21.7	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA045DBR

Brief: Work you do at your military workplace? Your job  
gives you the chance to acquire valuable skills.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2653	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2442	2.9	1	1	Disagree
4125	5.0	2	2	Neither agree nor disagree
17390	20.9	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA045EBR

Brief: Work you do at your military workplace? You are  
satisfied with your job as a whole.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2657	3.2	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2572	3.1	1	1	Disagree
3981	4.8	2	2	Neither agree nor disagree
17398	20.9	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA046ABR

Brief: Overall, how prepared: Are you to perform your  
wartime job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	POORLY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2687	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1899	2.3	1	1	Poorly prepared
5154	6.2	2	2	Neither well nor poorly prepared
16870	20.3	3	3	Well prepared
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA046BBR

Brief: Overall, how prepared: Is your unit to perform its  
wartime mission?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		POORLY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2673	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2295	2.8	1	1	Poorly prepared
6006	7.2	2	2	Neither well nor poorly prepared
15636	18.8	3	3	Well prepared
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA047ABR

Brief: How would you rate: Your current level of morale?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	LOW	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2895	3.5	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3053	3.7	1	1	Low
7399	8.9	2	2	Moderate
13260	16.0	3	3	High
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA047BBR

Brief: How would you rate: The current level of morale in  
your unit?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	LOW	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2748	3.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3497	4.2	1	1	Low
9657	11.6	2	2	Moderate
10706	12.9	3	3	High
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

COHESION1 Con: Counts the number of valid answers in Q48a-d

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
2616	3.2	0	0	0
11	0.0	1	1	1
10	0.0	2	2	2
107	0.1	3	3	3
23866	28.7	4	4	4
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA048ABR

Brief: Your National Guard/Reserve unit? Members in your unit really care about each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2648	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1801	2.2	1	1	Disagree
5872	7.1	2	2	Neither agree nor disagree
16289	19.6	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WEA048BBR                      Brief: Your National Guard/Reserve unit? Members in your  
unit work well as a team.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2662	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
1325	1.6	1	1	Disagree
4341	5.2	2	2	Neither agree nor disagree
18282	22.0	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA048CBR

Brief: Your National Guard/Reserve unit? Members in your unit pull together to get the job done.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2653	3.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
990	1.2	1	1	Disagree
3436	4.1	2	2	Neither agree nor disagree
19530	23.5	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WEA048DBR                      Brief: Your National Guard/Reserve unit? Members in your  
unit trust each other.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2660	3.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2403	2.9	1	1	Disagree
6739	8.1	2	2	Neither agree nor disagree
14808	17.8	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA049BR

Con: Flip values for construction of GENHEAL

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	T_F4L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2780	3.4	-9	.	No response
56487	68.0	-1	.B	No survey return
332	0.4	1	1	Definitely false
1487	1.8	2	2	Mostly false
8477	10.2	3	3	Mostly true
13534	16.3	4	4	Definitely true
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA049CR

Con: Flip values for construction of GENHEAL

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	T_F4L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2723	3.3	-9	.	No response
56487	68.0	-1	.B	No survey return
417	0.5	1	1	Definitely false
1878	2.3	2	2	Mostly false
7627	9.2	3	3	Mostly true
13965	16.8	4	4	Definitely true
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

GENHEAL1

Con: Counts the number of valid values in Q49a-d

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
2635	3.2	0	0	0
16	0.0	1	1	1
22	0.0	2	2	2
259	0.3	3	3	3
23678	28.5	4	4	4
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA050AR                      Con: Cut down on the amount of time you spent on work or  
other activities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FRQTIME	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2958	3.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
339	0.4	1	1	Little or none of the time
1170	1.4	2	2	Some of the time
4392	5.3	3	3	A good bit of the time
17750	21.4	4	4	All or most of the time
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA050BR

Con: Accomplished less than you would like

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FRQTIME	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3019	3.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
483	0.6	1	1	Little or none of the time
1469	1.8	2	2	Some of the time
5482	6.6	3	3	A good bit of the time
16156	19.4	4	4	All or most of the time
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA050CR                      Con: Were limited in the kind of work or other activities  
you do

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FRQTIME	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3035	3.7	-9	.	No response
56487	68.0	-1	.B	No survey return
487	0.6	1	1	Little or none of the time
1427	1.7	2	2	Some of the time
4808	5.8	3	3	A good bit of the time
16853	20.3	4	4	All or most of the time
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA050DR                      Con: Had difficulty performing the work or other activities  
you do

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	FRQTIME	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3021	3.6	-9	.	No response
56487	68.0	-1	.B	No survey return
399	0.5	1	1	Little or none of the time
1136	1.4	2	2	Some of the time
4222	5.1	3	3	A good bit of the time
17832	21.5	4	4	All or most of the time
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

PHYSHEAL1 Con: Count the number of valid answers in Q50a-d

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
2910	3.5	0	0	0
27	0.0	1	1	1
21	0.0	2	2	2
272	0.3	3	3	3
23380	28.1	4	4	4
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA051ABR                      Brief: Overall, how would you rate: The current level of  
stress in your military life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	LESS3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2889	3.5	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5620	6.8	1	1	Much less then usual/Less than usual
10992	13.2	2	2	amount the same as usual
7106	8.6	3	3	More than usual/Much more than usual
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA051BBR                      Brief: Overall, how would you rate: The current level of  
stress in your personal life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	LESS3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2884	3.5	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5001	6.0	1	1	Much less then usual/Less than usual
10355	12.5	2	2	amount the same as usual
8368	10.1	3	3	More than usual/Much more than usual
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052AR Con: STRESS scale-Been upset because of something that  
happened unexpectedly?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3071	3.7	-9	.	No response
56487	68.0	-1	.B	No survey return
2296	2.8	0	0	0
6996	8.4	1	1	1
11207	13.5	2	2	2
2158	2.6	3	3	3
882	1.1	4	4	4
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052BR Con: STRESS scale-Felt that you were unable to control the  
important things in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3140	3.8	-9	.	No response
56487	68.0	-1	.B	No survey return
4232	5.1	0	0	0
8525	10.3	1	1	1
7690	9.3	2	2	2
2077	2.5	3	3	3
946	1.1	4	4	4
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052CR

Con: STRESS scale-Felt nervous and stressed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3205	3.9	-9	.	No response
56487	68.0	-1	.B	No survey return
2527	3.0	0	0	0
6716	8.1	1	1	1
10281	12.4	2	2	2
2731	3.3	3	3	3
1150	1.4	4	4	4
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052DR                      Con: STRESS scale-Felt confident about your ability to  
handle your personal problems?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3222	3.9	-9	.	No response
56487	68.0	-1	.B	No survey return
7712	9.3	0	0	0
8616	10.4	1	1	1
4683	5.6	2	2	2
1582	1.9	3	3	3
795	1.0	4	4	4
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052ER Con: STRESS scale-Felt that things were going your way?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3271	3.9	-9	.	No response
56487	68.0	-1	.B	No survey return
3057	3.7	0	0	0
8882	10.7	1	1	1
8812	10.6	2	2	2
1928	2.3	3	3	3
660	0.8	4	4	4
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052FR Con: STRESS scale-Found that you could not cope with all of  
the things you had to do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3124	3.8	-9	.	No response
56487	68.0	-1	.B	No survey return
6896	8.3	0	0	0
8790	10.6	1	1	1
5977	7.2	2	2	2
1308	1.6	3	3	3
515	0.6	4	4	4
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052GR Con: STRESS scale-Been able to control irritations in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3225	3.9	-9	.	No response
56487	68.0	-1	.B	No survey return
4627	5.6	0	0	0
9162	11.0	1	1	1
6572	7.9	2	2	2
2064	2.5	3	3	3
960	1.2	4	4	4
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052HR Con: STRESS scale-Felt that you were on top of things?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3270	3.9	-9	.	No response
56487	68.0	-1	.B	No survey return
4467	5.4	0	0	0
10373	12.5	1	1	1
6746	8.1	2	2	2
1320	1.6	3	3	3
434	0.5	4	4	4
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052IR Con: STRESS scale-Been angered because of things that were  
outside of your control?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3138	3.8	-9	.	No response
56487	68.0	-1	.B	No survey return
2692	3.2	0	0	0
7050	8.5	1	1	1
10239	12.3	2	2	2
2515	3.0	3	3	3
976	1.2	4	4	4
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052JR                      Con: STRESS scale-Felt difficulties were piling up so high  
that you could not overcome them?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE022_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3153	3.8	-9	.	No response
56487	68.0	-1	.B	No survey return
6447	7.8	0	0	0
8939	10.8	1	1	1
6303	7.6	2	2	2
1225	1.5	3	3	3
543	0.7	4	4	4
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052ABR                      Brief: Stress-Been upset because of something that happened unexpectedly?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3071	3.7	-9	.	No response
56487	68.0	-1	.B	No survey return
2296	2.8	1	1	Never
18203	21.9	2	2	Almost never/Sometimes
3040	3.7	3	3	Fairly often/Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052BBR

Brief: Stress-Felt that you were unable to control the  
important things in your life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3140	3.8	-9	.	No response
56487	68.0	-1	.B	No survey return
4232	5.1	1	1	Never
16215	19.5	2	2	Almost never/Sometimes
3023	3.6	3	3	Fairly often/Very often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052CBR

Brief: Stress-Felt nervous and stressed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3204	3.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2527	3.0	1	1	Never
16997	20.5	2	2	Almost never/Sometimes
3881	4.7	3	3	Fairly often/Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA052DBR                      Brief: Stress-Felt confident about your ability to handle  
your personal problems?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3221	3.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
795	1.0	1	1	Never
6265	7.5	2	2	Almost never/Sometimes
16328	19.7	3	3	Fairly often/Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052EBR

Brief: Stress-Felt that things were going your way

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3267	3.9	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
660	0.8	1	1	Never
10740	12.9	2	2	Almost never/Sometimes
11939	14.4	3	3	Fairly often/Very often
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA052FBR

Brief: Stress-Found that you could not cope with all of the things you had to do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3120	3.8	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6896	8.3	1	1	Never
14767	17.8	2	2	Almost never/Sometimes
1823	2.2	3	3	Fairly often/Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA052GBR                      Brief: Stress-Been able to control irritations in your  
life?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3223	3.9	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
960	1.2	1	1	Never
8636	10.4	2	2	Almost never/Sometimes
13789	16.6	3	3	Fairly often/Very often
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA052HBR

Brief: Stress-Felt that you were on top of things?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3269	3.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
434	0.5	1	1	Never
8066	9.7	2	2	Almost never/Sometimes
14840	17.9	3	3	Fairly often/Very often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA052IBR

Brief: Stress-Been angered because of things that were  
outside of your control?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3137	3.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2692	3.2	1	1	Never
17289	20.8	2	2	Almost never/Sometimes
3491	4.2	3	3	Fairly often/Very often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA052JBR

Brief: Stress-Felt difficulties were piling up so high that  
you could not overcome them?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NEVER3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3150	3.8	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6447	7.8	1	1	Never
15242	18.3	2	2	Almost never/Sometimes
1768	2.1	3	3	Fairly often/Very often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054AR                      Tab: Did any happen to you? You were rated lower than you  
deserved on your last military evaluation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3783	4.6	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19934	24.0	1	1	No
2889	3.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054BR                      Tab: Did any happen to you? Your last military evaluation  
contained unjustified negative comments

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3906	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21318	25.7	1	1	No
1383	1.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054CR                      Tab: Did any happen to you? You were held to a higher  
performance standard than others in your military job

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3895	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18408	22.2	1	1	No
4304	5.2	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054DR

Tab: Did any happen to you? You did not get a military  
award or decoration given to others in similar  
circumstances

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3904	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19057	22.9	1	1	No
3646	4.4	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054ER                      Tab: Did any happen to you? Your current military  
assignment has not made use of your job skills

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3924	4.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18520	22.3	1	1	No
4164	5.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WEA054FR                      Tab: Did any happen to you? You were not able to attend a  
major school needed for your military specialty

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3857	4.6	-9	.	No response
56487	68.0	-1	.B	No survey return
20163	24.3	1	1	No
2590	3.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054GR

Tab: Did any happen to you? You did not get to go to short  
courses that would provide you with needed skills for your  
military job

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20471	24.6	1	1	No
2254	2.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054HR                      Tab: Did any happen to you? You received lower grades than  
you deserved in your military training

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3898	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
21766	26.2	1	1	No
946	1.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054IR                      Tab: Did any happen to you? You did not get a military job  
assignment that you wanted because of scores that you got  
on tests

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3927	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
21810	26.3	1	1	No
873	1.1	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054JR

Tab: Did any happen to you? Your current military  
assignment is not good for your career if you continue in  
the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4001	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
20065	24.2	1	1	No
2544	3.1	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054KR                      Tab: Did any happen to you? You did not receive day-to-day,  
short-term tasks that would help you prepare for military  
advancement

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3903	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
20104	24.2	1	1	No
2603	3.1	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054LR                      Tab: Did any happen to you? You did not have a professional relationship with someone who advised you on military career development or advancement

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3895	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
19093	23.0	1	1	No
3622	4.4	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054MR

Tab: Did any happen to you? You did not learn until it was too late of opportunities that would help your military career

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3950	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18668	22.5	1	1	No
3991	4.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054NR                      Tab: Did any happen to you? You were unable to get straight  
answers about your military promotion possibilities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3961	4.8	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18586	22.4	1	1	No
4061	4.9	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054OR                      Tab: Did any happen to you? You were taken to nonjudicial  
punishment or court martial when you should not have been

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3997	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21973	26.4	1	1	No
639	0.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054PR

Tab: Did any happen to you? You were punished at your  
military job for something that others did without being  
punished

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3887	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
21316	25.7	1	1	No
1407	1.7	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054QR                      Tab: Did any happen to you? You were excluded by your  
military peers from social activities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3875	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
21249	25.6	1	1	No
1486	1.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA054RR                      Tab: Did any happen to you? You had other bothersome  
experiences at your military job

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3935	4.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19442	23.4	1	1	No
3231	3.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053AR Con: 0/1 experience-A. Made unwelcome attempts to draw you  
into an offensive discussion of racial/ethnic matters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3531	4.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19365	23.3	0	0	Not experienced
3712	4.5	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053BR Con: 0/1 experience-B. Told stories or jokes which were  
racist or depicted your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3575	4.3	-9	.	No response
56487	68.0	-1	.B	No survey return
17743	21.4	0	0	Not experienced
5292	6.4	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053CR Con: 0/1 experience-C. Were condescending to you because of  
your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3630	4.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19280	23.2	0	0	Not experienced
3699	4.5	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053DR Con: 0/1 experience-D. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3638	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21570	26.0	0	0	Not experienced
1400	1.7	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053ER Con: 0/1 experience-E. Displayed tattoos or wore  
distinctive clothes which were racist?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3640	4.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21809	26.3	0	0	Not experienced
1160	1.4	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053FR Con: 0/1 experience-F. Did not include you in social  
activities because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3642	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20990	25.3	0	0	Not experienced
1978	2.4	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053GR Con: 0/1 experience-G. Made you feel uncomfortable by  
hostile looks or stares because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3662	4.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20717	24.9	0	0	Not experienced
2229	2.7	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053HR                      Con: 0/1 experience-H. Made offensive remarks about your  
appearance (for example, about skin color) because of your  
race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3674	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
21308	25.6	0	0	Not experienced
1628	2.0	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053IR Con: 0/1 experience-I. Made remarks suggesting that people  
of your race/ethnicity are not suited for the kind of work  
you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3675	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
21166	25.5	0	0	Not experienced
1769	2.1	1	1	Experienced
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053JR Con: 0/1 experience-J. Made other offensive remarks about  
your race/ethnicity (for example, referred to your  
race/ethnicity with an offensive name)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3706	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
20974	25.2	0	0	Not experienced
1930	2.3	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053KR Con: 0/1 experience-K. Vandalized your property because of  
your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3687	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
22456	27.0	0	0	Not experienced
467	0.6	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA053LR

Con: 0/1 experience-L. Made you feel threatened with  
retaliation if you did not go along with things that were  
racially/ethnically offensive to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3622	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
22228	26.8	0	0	Not experienced
760	0.9	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053MR Con: 0/1 experience-M. Physically threatened or intimidated  
you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3629	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
22387	26.9	0	0	Not experienced
594	0.7	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053NR Con: 0/1 experience-N. Assaulted you physically because of  
your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3651	4.4	-9	.	No response
56487	68.0	-1	.B	No survey return
22589	27.2	0	0	Not experienced
370	0.5	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA053OR Con: 0/1 experience-0. Other race/ethnic-related experiences?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3756	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
21334	25.7	0	0	Not experienced
1520	1.8	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054AR2 Con: 0/1 experience-A. You were rated lower than you  
deserved on your last military evaluation

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3783	4.6	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19934	24.0	0	0	Not experienced
2889	3.5	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054BR2

WERA054BR2 Con: 0/1 experience-B. Your last military  
evaluation contained unjustified negative comment

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3906	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21318	25.7	0	0	Not experienced
1383	1.7	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054CR2                      Con: 0/1 experience-C. You were held to a higher  
performance standard than others in your military job

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3895	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18408	22.2	0	0	Not experienced
4304	5.2	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054DR2 Con: 0/1 experience-D. You did not get a military award or  
decoration given to others in similar circumstances

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3904	4.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19057	22.9	0	0	Not experienced
3646	4.4	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054ER2                      WERA054ER2 Con: 0/1 experience-E. Your current military  
assignment has not made use of your job skills

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3924	4.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18520	22.3	0	0	Not experienced
4164	5.0	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054FR2                      Con: 0/1 experience-F. You were not able to attend a major  
school needed for your military specialty

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3857	4.6	-9	.	No response
56487	68.0	-1	.B	No survey return
20163	24.3	0	0	Not experienced
2590	3.1	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054GR2                      Con: 0/1 experience-G. You did not get to go to short  
courses that would provide you with needed skills for your  
military job

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3884	4.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20471	24.6	0	0	Not experienced
2254	2.7	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA054HR2                      Con: 0/1 experience-H. You received lower grades than you  
deserved in your military training

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3898	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
21766	26.2	0	0	Not experienced
946	1.1	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054IR2

Con: 0/1 experience-I. You did not get a military job  
assignment that you wanted because of scores that you got  
on tests

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3927	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
21810	26.3	0	0	Not experienced
873	1.1	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054JR2                      Con: 0/1 experience-J. Your current military assignment is  
not good for your career if you continue in the military

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4001	4.8	-9	.	No response
56487	68.0	-1	.B	No survey return
20065	24.2	0	0	Not experienced
2544	3.1	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054KR2

Con: 0/1 experience-K. You did not receive day-to-day,  
short-term tasks that would help you prepare for military  
advancement

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3903	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
20104	24.2	0	0	Not experienced
2603	3.1	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054LR2 Con: 0/1 experience-L. You did not have a professional relationship with someone who advised you on military career development or advancement

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3895	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
19093	23.0	0	0	Not experienced
3622	4.4	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054MR2

Con: 0/1 experience-M. You did not learn until it was too late of opportunities that would help your military career

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3950	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18668	22.5	0	0	Not experienced
3991	4.8	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054NR2 Con: 0/1 experience-N. You were unable to get straight  
answers about your military promotion possibilities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3961	4.8	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18586	22.4	0	0	Not experienced
4061	4.9	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054OR2                      Con: 0/1 experience-0. You were taken to nonjudicial  
punishment or court martial when you should not have been

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3997	4.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
21973	26.4	0	0	Not experienced
639	0.8	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054PR2                      Con: 0/1 experience-P. You were punished at your military  
job for something that others did without being punished

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3887	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
21316	25.7	0	0	Not experienced
1407	1.7	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054QR2                      Con: 0/1 experience-Q. You were excluded by your military  
peers from social activities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3875	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
21249	25.6	0	0	Not experienced
1486	1.8	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA054RR2                      Con: 0/1 experience-R. You had other bothersome experiences  
at your military job

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3935	4.7	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19442	23.4	0	0	Not experienced
3231	3.9	1	1	Experienced
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA056R

Tab: Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which you marked as happening to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
24520	29.5	-6	.N	Not applicable
171	0.2	1	1	No
1911	2.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA058ABR

Brief: To what extent was this situation: Annoying?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1867	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
6228	7.5	1	1	Not at all
3427	4.1	2	2	Small extent
2170	2.6	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA058BBR

Brief: To what extent was this situation: Offensive?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1913	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7322	8.8	1	1	Not at all
2947	3.6	2	2	Small extent
1510	1.8	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA058CBR

Brief: To what extent was this situation: Disturbing?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1914	2.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7263	8.7	1	1	Not at all
2713	3.3	2	2	Small extent
1801	2.2	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA058DBR

Brief: To what extent was this situation: Threatening?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1924	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9438	11.4	1	1	Not at all
1706	2.1	2	2	Small extent
624	0.8	3	3	Large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA058EBR

Brief: To what extent was this situation: Disillusioning?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1936	2.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8137	9.8	1	1	Not at all
2208	2.7	2	2	Small extent
1411	1.7	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA060R                      Brief: How long did this situation last or, if continuing,  
how long has it been going on?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SIT1TO6_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4033	4.9	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
5624	6.8	1	1	Less than 1 week
1742	2.1	2	2	1 week to less than 6 months
2294	2.8	3	3	6 months or more
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA063AR                      Tab bar: Did any of the behaviors in the situation occur  
while you were... Deployed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7505	9.0	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3978	4.8	1	1	No
2208	2.7	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA063BR                      Tab bar: Did any of the behaviors in the situation occur  
while you were... At your civilian job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7621	9.2	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
4379	5.3	1	1	No
1690	2.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA063CR                      Tab bar: Did any of the behaviors in the situation occur  
while you were... At your civilian school?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8341	10.0	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
4877	5.9	1	1	No
474	0.6	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA063DR                      Tab bar: Did any of the behaviors in the situation occur  
while you were... Near your place of residence?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7725	9.3	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
5069	6.1	1	1	No
897	1.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

OFFGEN

Tab: What was the gender of the offender?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MFBOH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6756	8.1	-9	.	No response
16	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
4535	5.5	1	1	Male
653	0.8	2	2	Female
1733	2.1	3	3	Both males and females were involved
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

OFFMUL

Tab: Did the situation involve multiple offenders?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6756	8.1	-9	.	No response
16	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
3270	3.9	1	1	No
3651	4.4	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA068AR                      Tab: Did you report this situation to any of the following  
National Guard/Reserve/DoD/DHS individuals or  
organizations? Someone in your chain-of-command

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3925	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
7475	9.0	1	1	No
2293	2.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA068BR                      Tab: Did you report this situation to any of the following  
National Guard/Reserve/DoD/DHS individuals or  
organizations? Someone in the chain-of-command of the  
person who did it

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3925	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8063	9.7	1	1	No
1705	2.1	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA068CR                      Tab: Did you report this situation to any of the following  
National Guard/Reserve/DoD/DHS individuals or  
organizations? Special military office responsible for  
handling these kinds of complaints

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3925	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9054	10.9	1	1	No
714	0.9	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA068DR                      Tab: Did you report this situation to any of the following  
National Guard/Reserve/DoD/DHS individuals or  
organizations? Other person or office with responsibility  
for follow-up

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3925	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
8667	10.4	1	1	No
1101	1.3	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA068ER                      Tab: Did you report this situation to any of the following  
National Guard/Reserve/DoD/DHS individuals or  
organizations? Chaplain, counselor, ombudsman, or health  
care provider

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3925	4.7	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
9037	10.9	1	1	No
731	0.9	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA070ABR

Brief: How satisfied are you with the following aspects of  
the reporting process? Availability of information about  
how to file a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
125	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
608	0.7	1	1	Dissatisfied
989	1.2	2	2	Neither satisfied nor dissatisfied
1251	1.5	3	3	Satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA070BBR

Brief: How satisfied are you with the following aspects of the reporting process? Availability of information about how to follow-up on a complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
134	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
664	0.8	1	1	Dissatisfied
1039	1.3	2	2	Neither satisfied nor dissatisfied
1136	1.4	3	3	Satisfied
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA070DBR

Brief: How satisfied are you with the following aspects of the reporting process? Amount of time it took/is taking to resolve your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
148	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
818	1.0	1	1	Dissatisfied
1227	1.5	2	2	Neither satisfied nor dissatisfied
780	0.9	3	3	Satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA070EBR

Brief: How satisfied are you with the following aspects of the reporting process? How well you were/are kept informed about the progress of your complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
146	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
831	1.0	1	1	Dissatisfied
1262	1.5	2	2	Neither satisfied nor dissatisfied
734	0.9	3	3	Satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA070FBR

Brief: How satisfied are you with the following aspects of the reporting process? Degree to which your privacy was/is being protected

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
141	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
675	0.8	1	1	Dissatisfied
1265	1.5	2	2	Neither satisfied nor dissatisfied
892	1.1	3	3	Satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA070GBR

Brief: How satisfied are you with the following aspects of  
the reporting process? The complaint process overall

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
144	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
874	1.1	1	1	Dissatisfied
1147	1.4	2	2	Neither satisfied nor dissatisfied
808	1.0	3	3	Satisfied
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA071R

Tab: Was your complaint found to be true?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YN_COM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
959	1.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
1055	1.3	1	1	Yes
161	0.2	2	2	No
797	1.0	3	3	They were unable to determine whether your complaint was true or not
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA071R2                      Tab: Is the action still being processed?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
186	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
2013	2.4	1	1	No
773	0.9	2	2	Yes
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA072BR                      Tab: How satisfied were you with the outcome of your  
complaint?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19	0.0	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
11680	14.1	-6	.N	Not applicable
710	0.9	1	1	Dissatisfied
693	0.8	2	2	Neither satisfied nor dissatisfied
590	0.7	3	3	Satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA070CBR

Brief: How satisfied are you with the following aspects of  
the reporting process? Treatment by personnel handling your  
complaint

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SATISFY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
147	0.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
12917	15.5	-2	.D	Do not experience
10720	12.9	-6	.N	Not applicable
677	0.8	1	1	Dissatisfied
1172	1.4	2	2	Neither satisfied nor dissatisfied
976	1.2	3	3	Satisfied
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075AR Con: 0/1 experience-A. Made unwelcome attempts to draw you  
into an offensive discussion of racial/ethnic matters?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5313	6.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
18614	22.4	0	0	Not experienced
2681	3.2	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075BR Con: 0/1 experience-B. Told stories or jokes which were  
racist or depicted your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5350	6.4	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
17616	21.2	0	0	Not experienced
3642	4.4	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075CR Con: 0/1 experience-C. Were condescending to you because of  
your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5453	6.6	-9	.	No response
56487	68.0	-1	.B	No survey return
18633	22.4	0	0	Not experienced
2524	3.0	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075DR Con: 0/1 experience-D. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5419	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19891	23.9	0	0	Not experienced
1299	1.6	1	1	Experienced
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075ER Con: 0/1 experience-E. Displayed tattoos or wore  
distinctive clothes which were racist?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5529	6.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19566	23.6	0	0	Not experienced
1514	1.8	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075FR Con: 0/1 experience-F. Did not include you in social  
activities because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5389	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19752	23.8	0	0	Not experienced
1468	1.8	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075GR Con: 0/1 experience-G. Made you feel uncomfortable by  
hostile looks or stares because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5398	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19001	22.9	0	0	Not experienced
2210	2.7	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075HR Con: 0/1 experience-H. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5410	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
19852	23.9	0	0	Not experienced
1348	1.6	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075IR Con: 0/1 experience-I. Made remarks suggesting that people  
of your race/ethnicity are not suited for the kind of work  
you do?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5475	6.6	-9	.	No response
56487	68.0	-1	.B	No survey return
19820	23.9	0	0	Not experienced
1315	1.6	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075JR Con: 0/1 experience-J. Made other offensive remarks about  
your race/ethnicity (for example, referred to your  
race/ethnicity with an offensive name)?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5625	6.8	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19340	23.3	0	0	Not experienced
1644	2.0	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075KR Con: 0/1 experience-K. Vandalized your property because of  
your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5456	6.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20606	24.8	0	0	Not experienced
547	0.7	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075LR

Con: 0/1 experience-L. Made you feel threatened with  
retaliation if you did not go along with things that were  
racially/ethnically offensive to you?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5392	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
20693	24.9	0	0	Not experienced
525	0.6	1	1	Experienced
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA075MR Con: 0/1 experience-M. Physically threatened or intimidated  
you because of your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5400	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
20655	24.9	0	0	Not experienced
555	0.7	1	1	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA075NR Con: 0/1 experience-N. Assaulted you physically because of  
your race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5452	6.6	-9	.	No response
56487	68.0	-1	.B	No survey return
20810	25.0	0	0	Not experienced
348	0.4	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA0750R Con: 0/1 experience-0. Other race/ethnic-related experiences?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXPRCD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5477	6.6	-9	.	No response
56487	68.0	-1	.B	No survey return
20201	24.3	0	0	Not experienced
932	1.1	1	1	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA081ABR                      Brief: In your military work group to what extent: Would members of your work group feel free to report ethnic/racial harassment and discrimination without fear of reprisals?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5373	6.5	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2012	2.4	1	1	Not at all
7295	8.8	2	2	Small extent
11928	14.4	3	3	Large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA081BBR

Brief: In your military work group to what extent: Would complaints about racial/ethnic harassment and discrimination be taken seriously?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5423	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
1413	1.7	1	1	Not at all
5666	6.8	2	2	Small extent
14108	17.0	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA081CBR

Brief: In your military work group to what extent: Would people be able to get away with racial/ethnic harassment and discrimination?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5458	6.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9624	11.6	1	1	Not at all
8396	10.1	2	2	Small extent
3129	3.8	3	3	Large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA081DBR

Brief: In your military work group to what extent: Are policies forbidding racial/ethnic harassment and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5433	6.5	-9	.	No response
56487	68.0	-1	.B	No survey return
2001	2.4	1	1	Not at all
6673	8.0	2	2	Small extent
12503	15.1	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA081EBR

Brief: In your military work group to what extent: Are complaint procedures related to racial/ethnic harassment and discrimination publicized?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5518	6.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2633	3.2	1	1	Not at all
7771	9.4	2	2	Small extent
10687	12.9	3	3	Large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA080ABR                      Brief: How would you rate race relations: In your work group?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXCEL3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5077	6.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1815	2.2	1	1	Fair/Poor
4385	5.3	2	2	Good
15332	18.5	3	3	Excellent/Very Good
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA080BBR                      Brief: How would you rate race relations: At your military  
duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXCEL3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5169	6.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2029	2.4	1	1	Fair/Poor
4729	5.7	2	2	Good
14683	17.7	3	3	Excellent/Very Good
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA080CBR

Brief: How would you rate race relations: In your National Guard/Reserve component?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXCEL3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5170	6.2	-9	.	No response
56487	68.0	-1	.B	No survey return
2269	2.7	1	1	Fair/Poor
4779	5.8	2	2	Good
14392	17.3	3	3	Excellent/Very Good
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA080DBR

Brief: How would you rate race relations: In the local  
community around where you live?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXCEL3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5098	6.1	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3531	4.3	1	1	Fair/Poor
6610	8.0	2	2	Good
11368	13.7	3	3	Excellent/Very Good
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA080EBR

Brief: How would you rate race relations: In the local  
community around your military duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	EXCEL3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5169	6.2	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3392	4.1	1	1	Fair/Poor
6729	8.1	2	2	Good
11319	13.6	3	3	Excellent/Very Good
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA083ABR

Brief: At your military duty station, to what extent-Are  
racist/extremist organizations or individuals a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5255	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
18422	22.2	1	1	Not at all
2647	3.2	2	2	Small extent
286	0.3	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA083BBR                      Brief: At your military duty station, to what extent-Are  
hate crimes a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5260	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
19215	23.1	1	1	Not at all
1889	2.3	2	2	Small extent
246	0.3	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA083CBR

Brief: At your military duty station, to what extent-Are gangs a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5288	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
18183	21.9	1	1	Not at all
2699	3.3	2	2	Small extent
440	0.5	3	3	Large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA083ABR2

Brief: At your military duty station, to what extent-Are  
racist/extremist organizations or individuals a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACISM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5255	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
18422	22.2	1	1	Not at all
2933	3.5	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA083BBR2            Brief: At your military duty station, to what extent-Are  
hate crimes a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACISM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5260	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
19215	23.1	1	1	Not at all
2135	2.6	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA083CBR2            Brief: At your military duty station, to what extent-Are  
gangs a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACISM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5288	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
18183	21.9	1	1	Not at all
3139	3.8	2	2	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA084ABR

Brief: In the local community around where you live, to what extent-Are racist/extremist organizations or individuals a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5375	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13793	16.6	1	1	Not at all
6972	8.4	2	2	Small extent
469	0.6	3	3	Large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA084BBR

Brief: In the local community around where you live, to  
what extent-Are hate crimes a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5382	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
14065	16.9	1	1	Not at all
6694	8.1	2	2	Small extent
468	0.6	3	3	Large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA084CBR

Brief: In the local community around where you live, to  
what extent-Are gangs a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5419	6.5	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
11045	13.3	1	1	Not at all
8425	10.1	2	2	Small extent
1719	2.1	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA084ABR2

Brief: In the local community around where you live, to what extent-Are racist/extremist organizations or individuals a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACISM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5375	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
13793	16.6	1	1	Not at all
7441	9.0	2	2	Experienced
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA084BBR2

Brief: In the local community around where you live, to  
what extent-Are hate crimes a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACISM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5382	6.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
14065	16.9	1	1	Not at all
7162	8.6	2	2	Experienced
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA084CBR2

Brief: In the local community around where you live, to  
what extent-Are gangs a problem?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACISM	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5419	6.5	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
11045	13.3	1	1	Not at all
10144	12.2	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA085ABR

Brief: To what extent—Do you feel uneasy being around  
people who are of race/ethnic backgrounds different from  
yours?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5269	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
18360	22.1	1	1	Not at all
2748	3.3	2	2	Small extent
233	0.3	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA085BBR                      Brief: To what extent-Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5291	6.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
19888	23.9	1	1	Not at all
1297	1.6	2	2	Small extent
133	0.2	3	3	Large extent
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA085CBR

Brief: To what extent-Do you feel comfortable interacting  
with people from different race/ethnic groups?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NOTAT3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5283	6.4	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6086	7.3	1	1	Not at all
1590	1.9	2	2	Small extent
13646	16.4	3	3	Large extent
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA086AR                      Tab bar: During the past 12 months have you been involved  
in a racial confrontation-On your installation/ship?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YNNO	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5306	6.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
615	0.7	1	1	Yes
1386	1.7	2	2	No, but I have seen it happen to others
19302	23.2	3	3	No, and I have NOT see it happen to others
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA086BR                      Tab bar: During the past 12 months have you been involved  
in a racial confrontation-In the local community around  
your duty station?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YNNO	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5308	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
663	0.8	1	1	Yes
2005	2.4	2	2	No, but I have seen it happen to others
18634	22.4	3	3	No, and I have NOT see it happen to others
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA086CR                      Tab bar: During the past 12 months have you been involved  
in a racial confrontation-In the local community around  
where you live?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YNNO	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5342	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
1223	1.5	1	1	Yes
3165	3.8	2	2	No, but I have seen it happen to others
16880	20.3	3	3	No, and I have NOT see it happen to others
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA087AR                      Tab: During the past 12 months has someone asked you-To  
join an extremist organization?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5212	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
21114	25.4	1	1	No
284	0.3	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WEA087BR                      Tab: During the past 12 months has someone asked you-To  
participant in extremist activities?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5212	6.3	-9	.	No response
56487	68.0	-1	.B	No survey return
21122	25.4	1	1	No
276	0.3	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA088AR                      Tab: Do you regularly read website/literature that-  
Advocates the separation of people based on race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5293	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20976	25.2	1	1	No
341	0.4	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA088BR                      Tab: Do you regularly read website/literature that-Warn of  
the dangers of interactions between people of different  
races/ethnicities?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5293	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20856	25.1	1	1	No
461	0.6	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA088CR                      Tab: Do you regularly read website/literature that-Point  
out the dangers of racial/ethnic diversity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5293	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20698	24.9	1	1	No
619	0.7	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA088DR                      Tab: Do you regularly read website/literature that-Point  
out the dangers of racial/ethnic tolerance?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5293	6.4	-9	.	No response
56487	68.0	-1	.B	No survey return
20688	24.9	1	1	No
629	0.8	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WEA089AR                      Tab: Do you agree with the ideals of organizations that:  
Advocates the separation of people based on race/ethnicity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5574	6.7	-9	.	No response
56487	68.0	-1	.B	No survey return
20553	24.7	1	1	No
483	0.6	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA089BR

Tab: Do you agree with the ideals of organizations that:  
Warn of the dangers of interactions between people of  
different races/ethnicities?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5574	6.7	-9	.	No response
56487	68.0	-1	.B	No survey return
20170	24.3	1	1	No
866	1.0	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA089CR

Tab: Do you agree with the ideals of organizations that:  
Point out the dangers of racial/ethnic diversity?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5574	6.7	-9	.	No response
56487	68.0	-1	.B	No survey return
19851	23.9	1	1	No
1185	1.4	2	2	Yes
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA089DR                      Tab: Do you agree with the ideals of organizations that:  
Point out the dangers of racial/ethnic tolerance?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5574	6.7	-9	.	No response
56487	68.0	-1	.B	No survey return
19827	23.9	1	1	No
1209	1.5	2	2	Yes
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA092ABR

Brief: My National Guard/Reserve component's training:  
Provides a good understanding of what words and actions are  
considered racial/ethnic harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
670	0.8	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
282	0.3	1	1	Disagree
1741	2.1	2	2	Neither agree nor disagree
13113	15.8	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA092BBR

Brief: My National Guard/Reserve component's training:  
Teaches that racial/ethnic harassment and discrimination  
reduces the cohesion and effectiveness of the military as a  
whole

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
711	0.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
234	0.3	1	1	Disagree
1503	1.8	2	2	Neither agree nor disagree
13357	16.1	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA092CBR

Brief: My National Guard/Reserve component's training:  
Identifies behaviors that are offensive to others and  
should not be tolerated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
718	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
231	0.3	1	1	Disagree
1550	1.9	2	2	Neither agree nor disagree
13307	16.0	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA092DBR

Brief: My National Guard/Reserve component's training:  
Gives useful tools for dealing with racial/ethnic  
harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
757	0.9	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
357	0.4	1	1	Disagree
2041	2.5	2	2	Neither agree nor disagree
12650	15.2	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA092EBR

Brief: My National Guard/Reserve component's training:  
Explains the process for reporting racial/ethnic harassment  
and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
773	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
305	0.4	1	1	Disagree
1690	2.0	2	2	Neither agree nor disagree
13038	15.7	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA092FBR

Brief: My National Guard/Reserve component's training:  
Makes me feel it is safe to complain about offensive,  
race/ethnic-related situations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
709	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
489	0.6	1	1	Disagree
2156	2.6	2	2	Neither agree nor disagree
12452	15.0	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA092GBR

Brief: My National Guard/Reserve component's training:  
Promotes cross-cultural awareness

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
736	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
446	0.5	1	1	Disagree
2263	2.7	2	2	Neither agree nor disagree
12361	14.9	3	3	Agree
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA092HBR

Brief: My National Guard/Reserve component's training:  
Provides information about policies, procedures, and  
consequences of racial/ethnic harassment and discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
732	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
268	0.3	1	1	Disagree
1691	2.0	2	2	Neither agree nor disagree
13115	15.8	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA092IBR

Brief: My National Guard/Reserve component's training:  
Provides information of my National Guard/Reserve  
component's policies on participation in racist/extremist  
organizations, hate crimes, or gangs

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
730	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
422	0.5	1	1	Disagree
2068	2.5	2	2	Neither agree nor disagree
12586	15.2	3	3	Agree
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA092JBR

Brief: My National Guard/Reserve component's training:  
Promotes religious tolerance

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	AGREE3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
738	0.9	-9	.	No response
56487	68.0	-1	.B	No survey return
10804	13.0	-6	.N	Not applicable
444	0.5	1	1	Disagree
3007	3.6	2	2	Neither agree nor disagree
11617	14.0	3	3	Agree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA094R

Tab: In your opinion, how often does racial/ethnic  
harrassment and discrimination occur at military workplaces  
compared to civilian workplaces?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHMIL	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7623	9.2	-9	.	No response
6	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
5898	7.1	1	1	Much less often in the military
4696	5.7	2	2	Less often in the military
6762	8.1	3	3	About the same
1254	1.5	4	4	More often in the military
371	0.5	5	5	Much more often in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA094R2

Tab: Have you had a civilian job?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	NY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5897	7.1	-9	.	No response
6	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1726	2.1	1	1	No
18981	22.8	2	2	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA094BR

Brief: In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	OFTMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7623	9.2	-9	.	No response
6	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
10594	12.8	1	1	Less often in the military
6762	8.1	2	2	About the same
1625	2.0	3	3	More often in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095ABR

Brief: How do the opportunities/conditions for people of your background in the military compare to the civilian world? Promotion opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6224	7.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2300	2.8	1	1	Much better as a civilian/Better as a civilian
9810	11.8	2	2	No difference
8275	10.0	3	3	Much better in the military/Better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095BBR

Brief: How do the opportunities/conditions for people of your background in the military compare to the civilian world? Pay and benefits

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6301	7.6	-9	.	No response
4	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3713	4.5	1	1	Much better as a civilian/Better as a civilian
8860	10.7	2	2	No difference
7732	9.3	3	3	Much better in the military/Better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095CBR

Brief: How do the opportunities/conditions for people of  
your background in the military compare to the civilian  
world? Fair performance evaluations

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6334	7.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1839	2.2	1	1	Much better as a civilian/Better as a civilian
11205	13.5	2	2	No difference
7229	8.7	3	3	Much better in the military/Better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095DBR

Brief: How do the opportunities/conditions for people of your background in the military compare to the civilian world? Education and training opportunities

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6289	7.6	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1845	2.2	1	1	Much better as a civilian/Better as a civilian
9123	11.0	2	2	No difference
9351	11.3	3	3	Much better in the military/Better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095EBR

Brief: How do the opportunities/conditions for people of  
your background in the military compare to the civilian  
world? Quality of life

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6318	7.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
3401	4.1	1	1	Much better as a civilian/Better as a civilian
9566	11.5	2	2	No difference
7324	8.8	3	3	Much better in the military/Better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095FBR

Brief: How do the opportunities/conditions for people of  
your background in the military compare to the civilian  
world? Fair administration of criminal justice

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6336	7.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1677	2.0	1	1	Much better as a civilian/Better as a civilian
11315	13.6	2	2	No difference
7281	8.8	3	3	Much better in the military/Better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095GBR

Brief: How do the opportunities/conditions for people of your background in the military compare to the civilian world? Chance to show pride in yourself

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6252	7.5	-9	.	No response
56487	68.0	-1	.B	No survey return
1303	1.6	1	1	Much better as a civilian/Better as a civilian
9675	11.6	2	2	No difference
9380	11.3	3	3	Much better in the military/Better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095HBR

Brief: How do the opportunities/conditions for people of your background in the military compare to the civilian world? Chance to show pride in your race/ethnic group

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6271	7.6	-9	.	No response
56487	68.0	-1	.B	No survey return
2026	2.4	1	1	Much better as a civilian/Better as a civilian
12189	14.7	2	2	No difference
6124	7.4	3	3	Much better in the military/Better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095IBR

Brief: How do the opportunities/conditions for people of  
your background in the military compare to the civilian  
world? Freedom from harassment

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6285	7.6	-9	.	No response
56487	68.0	-1	.B	No survey return
933	1.1	1	1	Much better as a civilian/Better as a civilian
11604	14.0	2	2	No difference
7788	9.4	3	3	Much better in the military/Better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095JBR

WERA095JBR Brief: How do the opportunities/conditions for people of your background in the military compare to the civilian world? Freedom from discrimination

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6284	7.6	-9	.	No response
56487	68.0	-1	.B	No survey return
937	1.1	1	1	Much better as a civilian/Better as a civilian
11498	13.8	2	2	No difference
7891	9.5	3	3	Much better in the military/Better in the military
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA095KBR

Brief: How do the opportunities/conditions for people of your background in the military compare to the civilian world? Freedom from racist/extremist organizations, hate crimes, or gangs

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6270	7.6	-9	.	No response
56487	68.0	-1	.B	No survey return
581	0.7	1	1	Much better as a civilian/Better as a civilian
10681	12.9	2	2	No difference
9078	10.9	3	3	Much better in the military/Better in the military
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA095LBR

Brief: How do the opportunities/conditions for people of  
your background in the military compare to the civilian  
world? Race/ethnic relations overall

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BETMIL3_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6274	7.6	-9	.	No response
2	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
859	1.0	1	1	Much better as a civilian/Better as a civilian
10754	12.9	2	2	No difference
8721	10.5	3	3	Much better in the military/Better in the military
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA097BBR

Brief: In your opinion, have opportunities in our nation  
gotten better or worse over the last 5 years for: American  
Indians or Alaska Natives?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6397	7.7	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1396	1.7	1	1	Worse
10875	13.1	2	2	Neither better nor worse
7941	9.6	3	3	Better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA097CBR

Brief: In your opinion, have opportunities in our nation  
gotten better or worse over the last 5 years for: Asians,  
Native Hawaiians or Pacific Islanders?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6390	7.7	-9	.	No response
56487	68.0	-1	.B	No survey return
825	1.0	1	1	Worse
10326	12.4	2	2	Neither better nor worse
9069	10.9	3	3	Better
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA097DBR

Brief: In your opinion, have opportunities in our nation  
gotten better or worse over the last 5 years for:  
Spanish/Hispanic/Latinos?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6353	7.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
2302	2.8	1	1	Worse
7489	9.0	2	2	Neither better nor worse
10463	12.6	3	3	Better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA097EBR

Brief: In your opinion, have opportunities in our nation  
gotten better or worse over the last 5 years for: Arab  
Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6355	7.7	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
8229	9.9	1	1	Worse
7362	8.9	2	2	Neither better nor worse
4661	5.6	3	3	Better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA097FBR

WERA097FBR Brief: In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for: Whites?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6293	7.6	-9	.	No response
5	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1892	2.3	1	1	Worse
10791	13.0	2	2	Neither better nor worse
7629	9.2	3	3	Better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA097GBR

WERA097GBR Brief: In your opinion, have opportunities in  
our nation gotten better or worse over the last 5 years  
for: Muslims?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6314	7.6	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
9415	11.3	1	1	Worse
7119	8.6	2	2	Neither better nor worse
3759	4.5	3	3	Better
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA097ABR

Brief: In your opinion, have opportunities in our nation  
gotten better or worse over the last 5 years for: American  
Indians or Alaska Natives?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6175	7.4	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
1866	2.3	1	1	Worse
8368	10.1	2	2	Neither better nor worse
10200	12.3	3	3	Better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA098BR

Brief: In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MCHOFT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3437	4.1	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
93	0.1	-4	.I	Incomplete grid
6619	8.0	-6	.N	Not applicable
8968	10.8	1	1	Much less often/Less often
6796	8.2	2	2	About the same
696	0.8	3	3	Much more often/More often
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA100ABR

Brief: In your opinion, have opportunities in the military gotten better or worse over the last 5 years for-Blacks or African Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3594	4.3	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
480	0.6	1	1	Worse
8059	9.7	2	2	Neither better nor worse
7857	9.5	3	3	Better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA100BBR

Brief: In your opinion, have opportunities in the military gotten better or worse over the last 5 years for-American Indians or Alaska Natives?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3729	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
396	0.5	1	1	Worse
9450	11.4	2	2	Neither better nor worse
6416	7.7	3	3	Better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA100CBR

Brief: In your opinion, have opportunities in the military gotten better or worse over the last 5 years for-Asians, Native Hawaiians or Pacific Islanders?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3706	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
301	0.4	1	1	Worse
9184	11.1	2	2	Neither better nor worse
6800	8.2	3	3	Better
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA100DBR

Brief: In your opinion, have opportunities in the military gotten better or worse over the last 5 years for-Spanish, Hispanic, Latinos?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3732	4.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
482	0.6	1	1	Worse
8187	9.9	2	2	Neither better nor worse
7589	9.1	3	3	Better
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA100EBR

Brief: In your opinion, have opportunities in the military  
gotten better or worse over the last 5 years for-Arab  
Americans?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3763	4.5	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
2695	3.2	1	1	Worse
8576	10.3	2	2	Neither better nor worse
4956	6.0	3	3	Better
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WERA100FBR

Brief: In your opinion, have opportunities in the military  
gotten better or worse over the last 5 years for-Whites?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3689	4.4	-9	.	No response
3	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
694	0.8	1	1	Worse
9287	11.2	2	2	Neither better nor worse
6318	7.6	3	3	Better
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

WERA100GBR

Brief: In your opinion, have opportunities in the military  
gotten better or worse over the last 5 years for-Muslims?

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	BTRWRS	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3754	4.5	-9	.	No response
56487	68.0	-1	.B	No survey return
6619	8.0	-6	.N	Not applicable
3343	4.0	1	1	Worse
8502	10.2	2	2	Neither better nor worse
4392	5.3	3	3	Better
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

WMNSREGS                      Census Bureau Regions - created from address data; limited  
to residential

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE038_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1165	1.4	-9	.	No response
56487	68.0	-1	.B	No survey return
1385	1.7	-6	.N	.N
6985	8.4	1	1	West
3657	4.4	2	2	Midwest
2795	3.4	3	3	Northeast
10623	12.8	4	4	South
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

DIV9REGS Census Bureau Divisions

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	DIV9REG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1165	1.4	-9	.	No response
56487	68.0	-1	.B	No survey return
1385	1.7	-6	.N	.N
5277	6.4	1	1	Pacific West
1708	2.1	2	2	Mountain West
1454	1.8	3	3	West North Central
2203	2.7	4	4	East North Central
2061	2.5	5	5	Middle Atlantic
734	0.9	6	6	New England
2941	3.5	7	7	West South Central
1603	1.9	8	8	East South Central
6079	7.3	9	9	South Atlantic
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

SAMPLE Creates Total in SAM2 processing

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SAMPLE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
83097	100.0	1	1	All
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XSRVC

Cross: Service 7 level with CG; Imputed from RORG\_CD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XSRVC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
5513	6.6	1	1	ARNG
5661	6.8	2	2	USAR
4014	4.8	3	3	USNR
1491	1.8	4	4	USMCR
4128	5.0	5	5	ANG
4005	4.8	6	6	USAFR
984	1.2	7	7	USCGR
83097	100.0	TOTALS		

This variable was created from self report data. When missing record data was used for imputation: ORG\_CD, from position 2 in 0703 RCCPDS.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XSRVCF

XSRVC Imputation flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
26036	31.3	1	1	Not imputed
574	0.7	2	2	Imputed
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDOD

Cross: DoD vs Coast Guard

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XDOD	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
24812	29.9	1	1	Total DoD
984	1.2	2	2	USCGR
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XPAY5L

Cross: Five level paygroup-Imputed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PYGRADE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
5751	6.9	1	1	E1-E4
12449	15.0	2	2	E5-E9
808	1.0	3	3	W1-W5
3419	4.1	4	4	O1-O3
4180	5.0	5	5	O4-O6
83097	100.0	TOTALS		

This variable was created primarily from self report data. When missing record data was used for imputation: RPAYGRP1, which was constructed from Position 258 in RCCPDS.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XPAY5LF

XPAY5L Imputation flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
25208	30.3	1	1	Not imputed
1399	1.7	2	2	Imputed
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XCGPAY5L CG Cross: 5 level paygroup

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	CGPAY5L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
218	0.3	1	1	CG E1-E4
470	0.6	2	2	CG E5-E9
28	0.0	3	3	CG W1-W5
161	0.2	4	4	CG O1-O3
107	0.1	5	5	CG O4-O6
24812	29.9	6	6	DoD_XCGPAY5L
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XPAY2L

Cross: Two level paygroup variable- Imputed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PYGRP2L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56490	68.0	-9	.	No response
18200	21.9	1	1	Enlisted
8407	10.1	2	2	Officer
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XCGPAY2L GC Cross: 2 level paygroup

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	CGPAYL2_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
688	0.8	1	1	CG Enlisted
296	0.4	2	2	CG Officers
24812	29.9	3	3	DoD_XCGPAY2L
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XPAY\_NW

Cross: 4 level paygroup; WO set to missing

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PAY_NW	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
811	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
5751	6.9	1	1	E1-E4
12449	15.0	2	2	E5-E9
3419	4.1	3	3	O1-O3
4180	5.0	4	4	O4-O6
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XSEXF

XSEX Imputation flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
25141	30.3	1	1	Not imputed
1469	1.8	2	2	Imputed
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XREGION\_RES                      Cross: Region of the country based on residence state  
code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XREGION	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1545	1.9	-9	.	No response
56487	68.0	-1	.B	No survey return
6678	8.0	1	1	Northern US
11064	13.3	2	2	Southern US
7323	8.8	3	3	Western US
83097	100.0	TOTALS		

This variable was constructed from the member's state of residents from Reserve Address File.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XREGION\_UIC Cross: Region of the country base on UIC state code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XREGION	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1329	1.6	-9	.	No response
56487	68.0	-1	.B	No survey return
6875	8.3	1	1	Northern US
11113	13.4	2	2	Southern US
7293	8.8	3	3	Western US
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from the member's state of UIC from RCCPDS and UIC Address File.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

CheckAGR

Check AGR status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE028_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3100	3.7	1	1	Match: AGR and Q27=2
17551	21.1	2	2	Match: Not AGR and Q27=1
73	0.1	3	3	No match: AGR and Q27=1
3847	4.6	4	4	No match: Not AGR and Q27=2
756	0.9	5	5	AGR and Missing Q27
1283	1.5	6	6	Not AGR and Missing Q27
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XAGR Cross: Reserve Program 2 level-AGR/FTS/AR vs. Other  
selected reserve

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
22681	27.3	1	1	Other Selected Reserve
3929	4.7	2	2	AGR/FTS/AR
83097	100.0	TOTALS		

This variable was constructed from the Reserve Subcategory Code from RCCPDS (RSV\_SCAT).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XPROG3L Cross: Program 3 levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XPROG3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
21149	25.5	1	1	Reserve Unit
3929	4.7	2	2	AGR/FTS/AR
1532	1.8	3	3	IMA
83097	100.0	TOTALS		

This variable was created primarily from self report data. When missing record data was used for imputation: RSV\_SCAT, which was constructed from RCCPDS.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XMILTECH

Cross: MilTech

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MILTECH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3929	4.7	-6	.N	Not applicable
20746	25.0	1	1	Not MilTech
1935	2.3	2	2	MilTech
83097	100.0	TOTALS		

This variable was created primarily from self report data. When missing record data was used for imputation: RSV\_CATG, which was constructed from RCCPDS.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XMILTECHF XMILTECH Imputation flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3929	4.7	-6	.N	Not applicable
22459	27.0	1	1	Not imputed
222	0.3	2	2	Imputed
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XACT

Cross: Activated past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ACTIVAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
123	0.2	-9	.	No response
56487	68.0	-1	.B	No survey return
9059	10.9	-6	.N	Not applicable
13736	16.5	1	1	Not Activated Past 12 Months
3692	4.4	2	2	Activated Past 12 Months
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDEPLOY

Cross: Deployed past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	DEPLOY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23438	28.2	-9	.	No response
56487	68.0	-1	.B	No survey return
847	1.0	1	1	Not Deployed Past 12 Months
2325	2.8	2	2	Deployed Past 12 Months
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

HISP\_IM Imputed Hispanic code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	HISP	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1305	1.6	-9	.	No response
1	0.0	-8	.A	Multiple response
56487	68.0	-1	.B	No survey return
20855	25.1	1	1	Non-Hispanic
4449	5.4	2	2	Hispanic
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was created primarily from self report data. When missing record data was used for imputation: ETHNIC, which was constructed from RCCPDS.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

HISP\_IMF                      HISP\_IM Imputation flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
26384	31.8	1	1	Not imputed
226	0.3	2	2	Imputed
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

RACE\_NI Flag: Five digit non-imputed race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE110_	NUM	5	STDOS8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
952	1.2	11112	11112	11112
3926	4.7	11121	11121	11121
151	0.2	11122	11122	11122
1482	1.8	11211	11211	11211
4	0.0	11212	11212	11212
16	0.0	11221	11221	11221
6	0.0	11222	11222	11222
7294	8.8	12111	12111	12111
8	0.0	12112	12112	12112
56	0.1	12121	12121	12121
2	0.0	12122	12122	12122
132	0.2	12211	12211	12211
6	0.0	12221	12221	12221
1	0.0	12222	12222	12222
9167	11.0	21111	21111	21111
36	0.0	21112	21112	21112
320	0.4	21121	21121	21121
37	0.0	21122	21122	21122
383	0.5	21211	21211	21211
4	0.0	21212	21212	21212
25	0.0	21221	21221	21221
5	0.0	21222	21222	21222
178	0.2	22111	22111	22111
1	0.0	22112	22112	22112
12	0.0	22121	22121	22121
2	0.0	22122	22122	22122
79	0.1	22211	22211	22211
2	0.0	22212	22212	22212
6	0.0	22221	22221	22221
8	0.0	22222	22222	22222
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

SRRACE1 Self-reported race non-imputed. Made from RACE\_NI.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		RACE2_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2309	2.8	-9	.	No response
56487	68.0	-1	.B	No survey return
1482	1.8	1	1	American Indian/Alaska Native (AIAN)
3926	4.7	2	2	Asian (A)
7294	8.8	3	3	Black or African American (B)
952	1.2	4	4	Native Hawaiin or Other Pacific Islander (NHPI)
9167	11.0	5	5	White (W)
16	0.0	100	100	AIAN, A
6	0.0	101	101	AIAN, A, B
1	0.0	102	102	AIAN, A, B, NHPI
8	0.0	103	103	AIAN, A, B, NHPI, W
6	0.0	104	104	AIAN, A, B, W
6	0.0	105	105	AIAN, A, NHPI
5	0.0	106	106	AIAN, A, NHPI, W
25	0.0	107	107	AIAN, A, W
132	0.2	108	108	AIAN, B
2	0.0	110	110	AIAN, B, NHPI, W
79	0.1	111	111	AIAN, B, W
4	0.0	112	112	AIAN, NHPI
4	0.0	113	113	AIAN, NHPI, W
383	0.5	114	114	AIAN, W
56	0.1	115	115	A, B
2	0.0	116	116	A, B, NHPI
2	0.0	117	117	A, B, NHPI, W
12	0.0	118	118	A, B, W
151	0.2	119	119	A, NHPI
37	0.0	120	120	A, NHPI, W
320	0.4	121	121	A, W
8	0.0	122	122	B, NHPI
1	0.0	123	123	B, NHPI, W
178	0.2	124	124	B, W
36	0.0	125	125	NHPI, W
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

RACE\_IM

Con: Imputed Race code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XRACE	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
475	0.6	-9	.	No response
56487	68.0	-1	.B	No survey return
1591	1.9	1	1	American Indian/Alaska Native (AIAN)
4149	5.0	2	2	Asian (A)
7946	9.6	3	3	Black or African American (B)
1015	1.2	4	4	Native Hawaiian or Other Pacific Islander (NHPI)
9857	11.9	5	5	White (W)
16	0.0	100	100	AIAN, A
6	0.0	101	101	AIAN, A, B
1	0.0	102	102	AIAN, A, B, NHPI
8	0.0	103	103	AIAN, A, B, NHPI, W
6	0.0	104	104	AIAN, A, B, W
12	0.0	105	105	AIAN, A, NHPI
6	0.0	106	106	AIAN, A, NHPI, W
25	0.0	107	107	AIAN, A, W
138	0.2	108	108	AIAN, B
2	0.0	109	109	AIAN, B, NHPI
2	0.0	110	110	AIAN, B, NHPI, W
82	0.1	111	111	AIAN, B, W
5	0.0	112	112	AIAN, NHPI
5	0.0	113	113	AIAN, NHPI, W
400	0.5	114	114	AIAN, W
59	0.1	115	115	A, B
27	0.0	116	116	A, B, NHPI
7	0.0	117	117	A, B, NHPI, W
12	0.0	118	118	A, B, W
162	0.2	119	119	A, NHPI
37	0.0	120	120	A, NHPI, W
326	0.4	121	121	A, W
10	0.0	122	122	B, NHPI
1	0.0	123	123	B, NHPI, W
185	0.2	124	124	B, W
37	0.0	125	125	NHPI, W
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was created primarily from self report data. When missing record data was used for imputation: RACE, which was taken from RCCPDS.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

RACE\_IMF                      Flag: Imputed Race code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	IMPUTE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
475	0.6	-9	.	No response
56487	68.0	-1	.B	No survey return
24301	29.2	1	1	Not imputed
1834	2.2	2	2	Imputed
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETH7L2

Cross: Race/ethnicity 7 level for pairwise

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XRETH72_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
6711	8.1	1	1	White
7670	9.2	2	2	Black
4449	5.4	3	3	Hispanic
1428	1.7	4	4	AIAN
4022	4.8	5	5	Asian
940	1.1	6	6	NHPI
1372	1.7	7	7	Two or more races
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETH2L Two level minority vs non-minority

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETH2L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
6711	8.1	1	1	NH White
19881	23.9	2	2	Total Minority
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XRETH3L Cross: Total minority 3 level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETH3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6729	8.1	-9	.	No response
56487	68.0	-1	.B	No survey return
7670	9.2	1	1	Black
4449	5.4	2	2	Hispanic
7762	9.3	3	3	Other Race/Ethnicity
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XRETHGEN

Cross: Two level race by gender

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETHGEN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
5582	6.7	1	1	NH White Male
1129	1.4	2	2	NH White Female
14558	17.5	3	3	Total Minority Male
5323	6.4	4	4	Total Minority Female
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XCGRETH2L CG Cross: Race/ethnicity 2 level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETH2CG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
666	0.8	1	1	CG NH White
315	0.4	2	2	CG Total Minority
25626	30.8	3	3	DoD_XCGRETH2L
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XCGRETH3L CG Cross: Total minority 3 level for CG tabs

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	CGMINOR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1483	1.8	-9	.	No response
56487	68.0	-1	.B	No survey return
55	0.1	1	1	CG Black
91	0.1	2	2	CG Hispanic
169	0.2	3	3	CG Other Race/Ethnicity
24812	29.9	4	4	DoD_XCGRETH3L
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

RETHSVC

Con: Non-consecutive Race/ethnicity by service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
826	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
848	1.0	11	11	11
968	1.2	12	12	12
618	0.7	13	13	13
465	0.6	14	14	14
677	0.8	15	15	15
653	0.8	16	16	16
91	0.1	17	17	17
1987	2.4	21	21	21
1148	1.4	22	22	22
1029	1.2	23	23	23
395	0.5	24	24	24
795	1.0	25	25	25
603	0.7	26	26	26
666	0.8	27	27	27
1111	1.3	31	31	31
1638	2.0	32	32	32
1312	1.6	33	33	33
346	0.4	34	34	34
1281	1.5	35	35	35
1572	1.9	36	36	36
55	0.1	37	37	37
502	0.6	41	41	41
295	0.4	42	42	42
148	0.2	43	43	43
23	0.0	44	44	44
253	0.3	45	45	45
130	0.2	46	46	46
25	0.0	47	47	47
768	0.9	51	51	51
976	1.2	52	52	52
651	0.8	53	53	53
204	0.3	54	54	54
582	0.7	55	55	55
666	0.8	56	56	56
60	0.1	57	57	57
93	0.1	61	61	61
435	0.5	62	62	62
40	0.1	63	63	63
8	0.0	64	64	64
178	0.2	65	65	65
140	0.2	66	66	66
29	0.0	67	67	67

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WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

RETHSVC

Con: Non-consecutive Race/ethnicity by service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
201	0.2	71	71	71
198	0.2	72	72	72
215	0.3	73	73	73
49	0.1	74	74	74
361	0.4	75	75	75
241	0.3	76	76	76
55	0.1	77	77	77
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XRETHSVC

Cross: Race/ethnicity by service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETHSVC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
826	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
848	1.0	1	1	Hispanic ARNG
968	1.2	2	2	Hispanic USAR
618	0.7	3	3	Hispanic USNR
465	0.6	4	4	Hispanic USMCR
677	0.8	5	5	Hispanic ANG
653	0.8	6	6	Hispanic USAFR
91	0.1	7	7	Hispanic USCGR
1987	2.4	8	8	White ARNG
1148	1.4	9	9	White USAR
1029	1.2	10	10	White USNR
395	0.5	11	11	White USMCR
795	1.0	12	12	White ANG
603	0.7	13	13	White USAFR
666	0.8	14	14	White USCGR
1111	1.3	15	15	Black ARNG
1638	2.0	16	16	Black USAR
1312	1.6	17	17	Black USNR
346	0.4	18	18	Black USMCR
1281	1.5	19	19	Black ANG
1572	1.9	20	20	Black USAFR
55	0.1	21	21	Black USCGR
502	0.6	22	22	AIAN ARNG
295	0.4	23	23	AIAN USAR
148	0.2	24	24	AIAN USNR
23	0.0	25	25	AIAN USMCR
253	0.3	26	26	AIAN ANG
130	0.2	27	27	AIAN USAFR
25	0.0	28	28	AIAN USCGR
768	0.9	29	29	Asian ARNG
976	1.2	30	30	Asian USAR
651	0.8	31	31	Asian USNR
204	0.3	32	32	Asian USMCR
582	0.7	33	33	Asian ANG
666	0.8	34	34	Asian USAFR
60	0.1	35	35	Asian USCGR
93	0.1	36	36	NHPI ARNG
435	0.5	37	37	NHPI USAR
40	0.1	38	38	NHPI USNR
8	0.0	39	39	NHPI USMCR
178	0.2	40	40	NHPI ANG
140	0.2	41	41	NHPI USAFR
29	0.0	42	42	NHPI USCGR

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETHSVC Cross: Race/ethnicity by service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETHSVC	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
201	0.2	43	43	Two or more races ARNG
198	0.2	44	44	Two or more races USAR
215	0.3	45	45	Two or more races USNR
49	0.1	46	46	Two or more races USMCR
361	0.4	47	47	Two or more races ANG
241	0.3	48	48	Two or more races USAFR
55	0.1	49	49	Two or more races USCGR
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

RETHPAY2L Con: Race by 2 level pay

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
3168	3.8	11	11	11
1281	1.5	12	12	12
3680	4.4	21	21	21
3031	3.7	22	22	22
5708	6.9	31	31	31
1960	2.4	32	32	32
1167	1.4	41	41	41
261	0.3	42	42	42
2624	3.2	51	51	51
1397	1.7	52	52	52
811	1.0	61	61	61
129	0.2	62	62	62
1032	1.2	71	71	71
340	0.4	72	72	72
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETHPAY2L Cross: Race by 2 level paygrade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACPAY2_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
3168	3.8	1	1	Hispanic Enlisted
1281	1.5	2	2	Hispanic Officers
3680	4.4	3	3	White Enlisted
3031	3.7	4	4	White Officers
5708	6.9	5	5	Black Enlisted
1960	2.4	6	6	Black Officers
1167	1.4	7	7	AIAN Enlisted
261	0.3	8	8	AIAN Officers
2624	3.2	9	9	Asian Enlisted
1397	1.7	10	10	Asian Officers
811	1.0	11	11	NHPI Enlisted
129	0.2	12	12	NHPI Officers
1032	1.2	13	13	Two or more races Enlisted
340	0.4	14	14	Two or more races Officers
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

RETHPAY5L Con: Race by 5 level pay

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE108_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
1004	1.2	11	11	11
2164	2.6	12	12	12
138	0.2	13	13	13
526	0.6	14	14	14
617	0.7	15	15	15
1442	1.7	21	21	21
2238	2.7	22	22	22
339	0.4	23	23	23
1236	1.5	24	24	24
1456	1.8	25	25	25
1417	1.7	31	31	31
4291	5.2	32	32	32
228	0.3	33	33	33
723	0.9	34	34	34
1009	1.2	35	35	35
308	0.4	41	41	41
859	1.0	42	42	42
30	0.0	43	43	43
89	0.1	44	44	44
142	0.2	45	45	45
983	1.2	51	51	51
1641	2.0	52	52	52
50	0.1	53	53	53
623	0.8	54	54	54
724	0.9	55	55	55
232	0.3	61	61	61
579	0.7	62	62	62
6	0.0	63	63	63
57	0.1	64	64	64
66	0.1	65	65	65
360	0.4	71	71	71
672	0.8	72	72	72
16	0.0	73	73	73
159	0.2	74	74	74
165	0.2	75	75	75
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDRETHPAY5LT Cross: Race/ethnicity by 5 level paygrade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETH5LT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
58297	70.2	-9	.	No response
933	1.1	1	1	Hispanic E1-E4
2040	2.5	2	2	Hispanic E5-E9
1263	1.5	3	3	White E1-E4
1900	2.3	4	4	White E5-E9
1303	1.6	5	5	Black E1-E4
4043	4.9	6	6	Black E5-E9
13318	16.0	7	7	Other races/Officers of any race
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETHPAY5L

Cross: 7 level race by 5 level pay-Full

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PYRAC5L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
1004	1.2	1	1	Hispanic E1-E4
2164	2.6	2	2	Hispanic E5-E9
138	0.2	3	3	Hispanic W1-W4
526	0.6	4	4	Hispanic O1-O3
617	0.7	5	5	Hispanic O4-O6
1442	1.7	6	6	White E1-E4
2238	2.7	7	7	White E5-E9
339	0.4	8	8	White W1-W4
1236	1.5	9	9	White O1-O3
1456	1.8	10	10	White O4-O6
1417	1.7	11	11	Black E1-E4
4291	5.2	12	12	Black E5-E9
228	0.3	13	13	Black W1-W4
723	0.9	14	14	Black O1-O3
1009	1.2	15	15	Black O4-O6
308	0.4	16	16	AIAN E1-E4
859	1.0	17	17	AIAN E5-E9
30	0.0	18	18	AIAN W1-W4
89	0.1	19	19	AIAN O1-O3
142	0.2	20	20	AIAN O4-O6
983	1.2	21	21	Asian E1-E4
1641	2.0	22	22	Asian E5-E9
50	0.1	23	23	Asian W1-W4
623	0.8	24	24	Asian O1-O3
724	0.9	25	25	Asian O4-O6
232	0.3	26	26	NHPI E1-E4
579	0.7	27	27	NHPI E5-E9
6	0.0	28	28	NHPI W1-W4
57	0.1	29	29	NHPI O1-O3
66	0.1	30	30	NHPI O4-O6
360	0.4	31	31	Two or more races E1-E4
672	0.8	32	32	Two or more races E5-E9
16	0.0	33	33	Two or more races W1-W4
159	0.2	34	34	Two or more races O1-O3
165	0.2	35	35	Two or more races O4-O6
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDSRVC

DoD Cross: Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XDODSRV	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
5513	6.6	1	1	ARNG
5661	6.8	2	2	USAR
4014	4.8	3	3	USNR
1491	1.8	4	4	USMCR
4128	5.0	5	5	ANG
4005	4.8	6	6	USAFR
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDPAY2L DoD Cross: 2 level paygrade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PYGRP2L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
817	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
16790	20.2	1	1	Enlisted
8019	9.7	2	2	Officer
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDPAY5L

DoD Cross: 5 level paygrade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PYGRADE	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
817	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
5254	6.3	1	1	E1-E4
11536	13.9	2	2	E5-E9
775	0.9	3	3	W1-W5
3228	3.9	4	4	O1-O3
4016	4.8	5	5	O4-O6
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDSEX

DoD Cross: Respondent gender-Imputed from RSEX

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	SEX	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
18768	22.6	1	1	Male
6044	7.3	2	2	Female
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDAGR

DoD Cross: AGR status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XAGR	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
21405	25.8	1	1	Other Selected Reserve
3407	4.1	2	2	AGR/FTS/AR
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDPROGRAM DoD Cross: Program

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XPROG1_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
4391	5.3	-6	.N	Not applicable
19873	23.9	1	1	Reserve Unit
1532	1.8	2	2	IMA
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDPROG3L DoD Cross: Program 3 levels

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XPROG3L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
19873	23.9	1	1	Reserve Unit
3407	4.1	2	2	AGR/FTS/AR
1532	1.8	3	3	IMA
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis—Confidential variables

XDMILTECH DoD Cross: Miltech

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	MILTECH	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
814	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
4391	5.3	-6	.N	Not applicable
19470	23.4	1	1	Not MilTech
1935	2.3	2	2	MilTech
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDACT

DoD Cross: Activation past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ACTIVAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
934	1.1	-9	.	No response
56487	68.0	-1	.B	No survey return
9054	10.9	-6	.N	Not applicable
12991	15.6	1	1	Not Activated Past 12 Months
3631	4.4	2	2	Activated Past 12 Months
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDDEPLOY DoD Cross: Deployment past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	DEPLOY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22498	27.1	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
825	1.0	1	1	Not Deployed Past 12 Months
2303	2.8	2	2	Deployed Past 12 Months
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDPOFACT DoD Cross: Activated or not activated in the last 12 months.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ACTIVAT	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
934	1.1	-9	.	No response
56487	68.0	-1	.B	No survey return
5954	7.2	-6	.N	Not applicable
16091	19.4	1	1	Not Activated Past 12 Months
3631	4.4	2	2	Activated Past 12 Months
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDPOPDEPLOY DoD Cross: Population deployment in the past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	DEPLOY	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2043	2.5	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
18055	21.7	1	1	Not Deployed Past 12 Months
5528	6.7	2	2	Deployed Past 12 Months
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDDEPLOYLOC DoD Cross: Deployment location past 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	DEPLOYC2_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2254	2.7	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
19646	23.6	1	1	Deployed past 12 months - Other Location
3726	4.5	2	2	Deployed past 12 months - OIF/OEF
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDRETH7L DoD Cross: 7 level race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	XRETH7L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
823	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
4229	5.1	1	1	Hispanic
5957	7.2	2	2	White
7260	8.7	3	3	Black
1351	1.6	4	4	AIAN
3847	4.6	5	5	Asian
894	1.1	6	6	NHPI
1265	1.5	7	7	Two or more races
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDRETHPAY2L

DoD Cross: 7 level race by 2 level pay

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RACPAY2_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
826	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
2973	3.6	1	1	Hispanic Enlisted
1256	1.5	2	2	Hispanic Officers
3163	3.8	3	3	White Enlisted
2794	3.4	4	4	White Officers
5346	6.4	5	5	Black Enlisted
1912	2.3	6	6	Black Officers
1098	1.3	7	7	AIAN Enlisted
253	0.3	8	8	AIAN Officers
2485	3.0	9	9	Asian Enlisted
1361	1.6	10	10	Asian Officers
768	0.9	11	11	NHPI Enlisted
126	0.2	12	12	NHPI Officers
952	1.2	13	13	Two or more races Enlisted
313	0.4	14	14	Two or more races Officers
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDPAY\_NW

DoD Cross: 4 level paygrade - WO removed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	PAY_NW	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1592	1.9	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
5254	6.3	1	1	E1-E4
11536	13.9	2	2	E5-E9
3228	3.9	3	3	O1-O3
4016	4.8	4	4	O4-O6
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDRETH2L DoD Cross: 2 level race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETH2L	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
823	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
5957	7.2	1	1	NH White
18846	22.7	2	2	Total Minority
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XDRETHGEN DoD Cross: 2 level race by gender

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RETHGEN	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
823	1.0	-9	.	No response
56487	68.0	-1	.B	No survey return
984	1.2	-6	.N	Not applicable
4961	6.0	1	1	NH White Male
996	1.2	2	2	NH White Female
13800	16.6	3	3	Total Minority Male
5046	6.1	4	4	Total Minority Female
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETHSEXPAY1 Cross: 7 level race by gender by 5 level pay, includes  
breakout for Warrent Officer by gender

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE018_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
749	0.9	111	111	Hispanic Male E1-E4
1721	2.1	112	112	Hispanic Male E5-E9
120	0.1	113	113	Hispanic Male W1-W5
409	0.5	114	114	Hispanic Male O1-O3
499	0.6	115	115	Hispanic Male O4-O6
255	0.3	121	121	Hispanic Female E1-E4
443	0.5	122	122	Hispanic Female E5-E9
18	0.0	123	123	Hispanic Female W1-W5
117	0.1	124	124	Hispanic Female O1-O3
118	0.1	125	125	Hispanic Female O4-O6
1156	1.4	211	211	White Male E1-E4
1896	2.3	212	212	White Male E5-E9
310	0.4	213	213	White Male W1-W5
998	1.2	214	214	White Male O1-O3
1222	1.5	215	215	White Male O4-O6
286	0.3	221	221	White Female E1-E4
342	0.4	222	222	White Female E5-E9
29	0.0	223	223	White Female W1-W5
238	0.3	224	224	White Female O1-O3
234	0.3	225	225	White Female O4-O6
920	1.1	311	311	Black Male E1-E4
2935	3.5	312	312	Black Male E5-E9
166	0.2	313	313	Black Male W1-W5
441	0.5	314	314	Black Male O1-O3
685	0.8	315	315	Black Male O4-O6
497	0.6	321	321	Black Female E1-E4
1356	1.6	322	322	Black Female E5-E9
62	0.1	323	323	Black Female W1-W5
282	0.3	324	324	Black Female O1-O3
324	0.4	325	325	Black Female O4-O6
198	0.2	411	411	AIAN Male E1-E4
649	0.8	412	412	AIAN Male E5-E9
24	0.0	413	413	AIAN Male W1-W5
61	0.1	414	414	AIAN Male O1-O3
114	0.1	415	415	AIAN Male O4-O6
110	0.1	421	421	AIAN Female E1-E4
210	0.3	422	422	AIAN Female E5-E9
6	0.0	423	423	AIAN Female W1-W5
28	0.0	424	424	AIAN Female O1-O3
28	0.0	425	425	AIAN Female O4-O6
772	0.9	511	511	Asian Male E1-E4

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETHSEXPAY1 Cross: 7 level race by gender by 5 level pay, includes  
breakout for Warrent Officer by gender

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE018_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1304	1.6	512	512	Asian Male E5-E9
43	0.1	513	513	Asian Male W1-W5
492	0.6	514	514	Asian Male 01-03
590	0.7	515	515	Asian Male 04-06
211	0.3	521	521	Asian Female E1-E4
337	0.4	522	522	Asian Female E5-E9
7	0.0	523	523	Asian Female W1-W5
131	0.2	524	524	Asian Female 01-03
134	0.2	525	525	Asian Female 04-06
143	0.2	611	611	NHPI Male E1-E4
441	0.5	612	612	NHPI Male E5-E9
4	0.0	613	613	NHPI Male W1-W5
43	0.1	614	614	NHPI Male 01-03
48	0.1	615	615	NHPI Male 04-06
89	0.1	621	621	NHPI Female E1-E4
138	0.2	622	622	NHPI Female E5-E9
2	0.0	623	623	NHPI Female W1-W5
14	0.0	624	624	NHPI Female 01-03
18	0.0	625	625	NHPI Female 04-06
227	0.3	711	711	Two or More Races Male E1-E4
499	0.6	712	712	Two or More Races Male E5-E9
12	0.0	713	713	Two or More Races Male W1-W5
118	0.1	714	714	Two or More Races Male 01-03
128	0.2	715	715	Two or More Races Male 04-06
133	0.2	721	721	Two or More Races Female E1-E4
173	0.2	722	722	Two or More Races Female E5-E9
4	0.0	723	723	Two or More Races Female W1-W5
41	0.1	724	724	Two or More Races Female 01-03
37	0.0	725	725	Two or More Races Female 04-06
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETHSEXPAY2 Cross: 7 level race, gender, 5 level pay variable, WO  
collapsed gender

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE019_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21	0.0	-9	.	No response
56487	68.0	-1	.B	No survey return
30	0.0	1	1	AIAN W1-W5
198	0.2	2	2	AIAN Male E1-E4
649	0.8	3	3	AIAN Male E5-E9
61	0.1	4	4	AIAN Male 01-03
114	0.1	5	5	AIAN Male 04-06
110	0.1	6	6	AIAN Female E1-E4
210	0.3	7	7	AIAN Female E5-E9
28	0.0	8	8	AIAN Female 01-03
28	0.0	9	9	AIAN Female 04-06
50	0.1	10	10	Asian W1-W5
772	0.9	11	11	Asian Male E1-E4
1304	1.6	12	12	Asian Male E5-E9
492	0.6	13	13	Asian Male 01-03
590	0.7	14	14	Asian Male 04-06
211	0.3	15	15	Asian Female E1-E4
337	0.4	16	16	Asian Female E5-E9
131	0.2	17	17	Asian Female 01-03
134	0.2	18	18	Asian Female 04-06
228	0.3	19	19	Black W1-W5
920	1.1	20	20	Black Male E1-E4
2935	3.5	21	21	Black Male E5-E9
441	0.5	22	22	Black Male 01-03
685	0.8	23	23	Black Male 04-06
497	0.6	24	24	Black Female E1-E4
1356	1.6	25	25	Black Female E5-E9
282	0.3	26	26	Black Female 01-03
324	0.4	27	27	Black Female 04-06
339	0.4	28	28	White W1-W5
1156	1.4	29	29	White Male E1-E4
1896	2.3	30	30	White Male E5-E9
998	1.2	31	31	White Male 01-03
1222	1.5	32	32	White Male 04-06
286	0.3	33	33	White Female E1-E4
342	0.4	34	34	White Female E5-E9
238	0.3	35	35	White Female 01-03
234	0.3	36	36	White Female 04-06
138	0.2	37	37	Hispanic W1-W5
749	0.9	38	38	Hispanic Male E1-E4
1721	2.1	39	39	Hispanic Male E5-E9
409	0.5	40	40	Hispanic Male 01-03
499	0.6	41	41	Hispanic Male 04-06

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

XRETHSEXPAY2 Cross: 7 level race, gender, 5 level pay variable, WO  
collapsed gender

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE019_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
255	0.3	42	42	Hispanic Female E1-E4
443	0.5	43	43	Hispanic Female E5-E9
117	0.1	44	44	Hispanic Female 01-03
118	0.1	45	45	Hispanic Female 04-06
16	0.0	46	46	Two or More Races W1-W5
227	0.3	47	47	Two or More Races Male E1-E4
499	0.6	48	48	Two or More Races Male E5-E9
118	0.1	49	49	Two or More Races Male 01-03
128	0.2	50	50	Two or More Races Male 04-06
133	0.2	51	51	Two or More Races Female E1-E4
173	0.2	52	52	Two or More Races Female E5-E9
41	0.1	53	53	Two or More Races Female 01-03
37	0.0	54	54	Two or More Races Female 04-06
6	0.0	55	55	NHPI W1-W5
143	0.2	56	56	NHPI Male E1-E4
441	0.5	57	57	NHPI Male E5-E9
43	0.1	58	58	NHPI Male 01-03
48	0.1	59	59	NHPI Male 04-06
89	0.1	60	60	NHPI Female E1-E4
138	0.2	61	61	NHPI Female E5-E9
14	0.0	62	62	NHPI Female 01-03
18	0.0	63	63	NHPI Female 04-06
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EDOD

PopFlag: DoD

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60864	73.2	0	0	Ineligible
22233	26.8	1	1	Eligible
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EWWHITE

PopFlag: White

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76941	92.6	0	0	Ineligible
6156	7.4	1	1	Eligible
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EBLACK

PopFlag: Black

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76753	92.4	0	0	Ineligible
6344	7.6	1	1	Eligible
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EHISPANIC                      PopFlag: Hispanic

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
79234	95.4	0	0	Ineligible
3863	4.7	1	1	Eligible
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EAIAN

PopFlag: AIAN

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
81855	98.5	0	0	Ineligible
1242	1.5	1	1	Eligible
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EASIAN

PopFlag: Asian

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
79562	95.8	0	0	Ineligible
3535	4.3	1	1	Eligible
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

ENHPI

PopFlag: NHIPI

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
82282	99.0	0	0	Ineligible
815	1.0	1	1	Eligible
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EMULTRACE PopFlag: Multi Race

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
81889	98.6	0	0	Ineligible
1208	1.5	1	1	Eligible
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EOTHER

PopFlag: Other

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76297	91.8	0	0	Ineligible
6800	8.2	1	1	Eligible
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Variables Constructed for Analysis-Confidential variables

EMINORITY PopFlag: Minority

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
66090	79.5	0	0	Ineligible
17007	20.5	1	1	Eligible
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

BATCH                      DRC Batch Number applied

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE105_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 819.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

BLKREAS

Reason Survey Returned Blank

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE011_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
26084	31.4	0	0	Not blank
500	0.6	3	3	Blank-No reason
10	0.0	6	6	Refused - other
1	0.0	7	7	Ineligible - incarcerated
1	0.0	8	8	Ineligible - ill
1	0.0	9	9	Ineligible - separated from military
1	0.0	12	12	Ineligible - retired
9	0.0	14	14	Unreachable at this address - deployed
3	0.0	50	50	50
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

CENSUSCTRY                      Census Country Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE102_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
25214	30.3			No response
56487	68.0	.B	.B	No survey return
1	0.0	CA	CA	Canada
3	0.0	GQ	GQ	Guam
1	0.0	KU	KU	Kuwait
1385	1.7	NR	NR	Best Address Not Residential
4	0.0	RQ	RQ	Puerto Rico
1	0.0	UK	UK	UK United Kingdom
1	0.0	VQ	VQ	U.S. Virgin Islands
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

CENSUSST

Census State Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE101_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67	0.1			Missing
56487	68.0	.B	.B	No survey return
16	0.0	AA	AA	APO Florida
115	0.1	AE	AE	APO New York
190	0.2	AK	AK	Alaska
571	0.7	AL	AL	Alabama
67	0.1	AP	AP	APO California
241	0.3	AR	AR	Arkansas
83	0.1	AS	AS	American Samoa (AS)
483	0.6	AZ	AZ	Arizona
2807	3.4	CA	CA	California
372	0.5	CO	CO	Colorado
172	0.2	CT	CT	Connecticut
78	0.1	DC	DC	District of Columbia
128	0.2	DE	DE	Delaware
1212	1.5	FL	FL	Florida
1149	1.4	GA	GA	Georgia
203	0.2	GU	GU	Guam
1330	1.6	HI	HI	Hawaii
159	0.2	IA	IA	Iowa
73	0.1	ID	ID	Idaho
616	0.7	IL	IL	Illinois
285	0.3	IN	IN	Indiana
251	0.3	KS	KS	Kansas
208	0.3	KY	KY	Kentucky
424	0.5	LA	LA	Louisiana
339	0.4	MA	MA	Massachusetts
881	1.1	MD	MD	Maryland
56	0.1	ME	ME	Maine
436	0.5	MI	MI	Michigan
346	0.4	MN	MN	Minnesota
397	0.5	MO	MO	Missouri
33	0.0	MP	MP	Northern Mariana Islands (MP)
377	0.5	MS	MS	Mississippi
86	0.1	MT	MT	Montana
661	0.8	NC	NC	North Carolina
78	0.1	ND	ND	North Dakota
130	0.2	NE	NE	Nebraska
78	0.1	NH	NH	New Hampshire
459	0.6	NJ	NJ	New Jersey
233	0.3	NM	NM	New Mexico
1385	1.7	NR	NR	Best Address Not Residential
211	0.3	NV	NV	Nevada
931	1.1	NY	NY	New York

(CONTINUED)



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

CENSUSST

Census State Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE101_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
565	0.7	OH	OH	Ohio
474	0.6	OK	OK	Oklahoma
232	0.3	OR	OR	Oregon
671	0.8	PA	PA	Pennsylvania
536	0.7	PR	PR	Puerto Rico
59	0.1	RI	RI	Rhode Island
510	0.6	SC	SC	South Carolina
93	0.1	SD	SD	South Dakota
447	0.5	TN	TN	Tennessee
1802	2.2	TX	TX	Texas
201	0.2	UT	UT	Utah
1367	1.7	VA	VA	Virginia
45	0.1	VI	VI	Virgin Islands of the US
30	0.0	VT	VT	Vermont
718	0.9	WA	WA	Washington
301	0.4	WI	WI	Wisconsin
93	0.1	WV	WV	West Virginia
49	0.1	WY	WY	Wyoming
83097	100.6	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

CENSUSZIP                      Census Zip Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	Z5.	NUM	5	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 99922.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

COMMSUB1

Comment Code 1

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		WE109_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
21783	26.2	-9	.	No response
56487	68.0	-1	.B	No survey return
565	0.7	1	1	Race/ethnic discrimination/harassment experiences (except for anti-Arab experiences)
84	0.1	2	2	Gender discrimination/harassment experiences
25	0.0	3	3	Religious discrimination/harassment experiences (except for Anti-Muslim experiences)
42	0.1	4	4	Muslim/Arab discrimination/harassment experiences
18	0.0	5	5	Age discrimination/harassment experiences
16	0.0	6	6	Nationality discrimination/harassment experiences (including anti-American discrimination in foreign countries)
55	0.1	7	7	Systematic "reverse" discrimination and/or minorities more advantaged than majority
6	0.0	8	8	False or unfair accusations of discrimination/harassment
243	0.3	9	9	Other or multiple discrimination/harassment experiences
19	0.0	10	10	Retaliation
17	0.0	11	11	Issues with the reporting process/suppression of reporting
4	0.0	12	12	Issues with the investigation
3	0.0	13	13	Issues with the official outcome
42	0.1	14	14	Deployment
7	0.0	15	15	Gang/Extremist Group Activities/Hate Crimes
81	0.1	16	16	Compensation
985	1.2	17	17	Quality of the current survey
5	0.0	18	18	Quality of other surveys
29	0.0	19	19	Questions about the results of this survey
4	0.0	20	20	Problems with accessing the web survey

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

COMMSUB1

Comment Code 1

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE109_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
49	0.1	21	21	Invited to participate in too many surveys (Survey Fatigue)
442	0.5	22	22	Survey is too long (Response Fatigue)
153	0.2	23	23	Leadership
98	0.1	24	24	Equal Opportunity Training
402	0.5	25	25	Working conditions/resources
47	0.1	26	26	Retention/plans to leave the Service
35	0.0	27	27	Work/life balance
150	0.2	28	28	Promotions
19	0.0	29	29	Fair and equitable policy enforcement
19	0.0	30	30	Performance reviews
70	0.1	31	31	Professional training opportunities
444	0.5	32	32	Miscellaneous/other
649	0.8	33	33	Null (Blank)
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

COMMSUB2

Comment Code 2

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		WE109_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
24758	29.8	-9	.	No response
56487	68.0	-1	.B	No survey return
185	0.2	1	1	Race/ethnic discrimination/harassment experiences (except for anti-Arab experiences)
76	0.1	2	2	Gender discrimination/harassment experiences
16	0.0	3	3	Religious discrimination/harassment experiences (except for Anti-Muslim experiences)
25	0.0	4	4	Muslim/Arab discrimination/harassment experiences
6	0.0	5	5	Age discrimination/harassment experiences
14	0.0	6	6	Nationality discrimination/harassment experiences (including anti-American discrimination in foreign countries)
37	0.0	7	7	Systematic "reverse" discrimination and/or minorities more advantaged than majority
9	0.0	8	8	False or unfair accusations of discrimination/harassment
125	0.2	9	9	Other or multiple discrimination/harassment experiences
26	0.0	10	10	Retaliation
25	0.0	11	11	Issues with the reporting process/suppression of reporting
3	0.0	12	12	Issues with the investigation
8	0.0	13	13	Issues with the official outcome
32	0.0	14	14	Deployment
6	0.0	15	15	Gang/Extremist Group Activities/Hate Crimes
64	0.1	16	16	Compensation
237	0.3	17	17	Quality of the current survey
8	0.0	18	18	Quality of other surveys
29	0.0	19	19	Questions about the results of this survey
3	0.0	20	20	Problems with accessing the web survey

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

COMMSUB2

Comment Code 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE109_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
16	0.0	21	21	Invited to participate in too many surveys (Survey Fatigue)
65	0.1	22	22	Survey is too long (Response Fatigue)
130	0.2	23	23	Leadership
63	0.1	24	24	Equal Opportunity Training
281	0.3	25	25	Working conditions/resources
55	0.1	26	26	Retention/plans to leave the Service
32	0.0	27	27	Work/life balance
122	0.2	28	28	Promotions
39	0.1	29	29	Fair and equitable policy enforcement
23	0.0	30	30	Performance reviews
52	0.1	31	31	Professional training opportunities
40	0.1	32	32	Miscellaneous/other
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

COMMSUB3

Comment Code 3

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		WE109_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26067	31.4	-9	.	No response
56487	68.0	-1	.B	No survey return
34	0.0	1	1	Race/ethnic discrimination/harassment experiences (except for anti-Arab experiences)
19	0.0	2	2	Gender discrimination/harassment experiences
2	0.0	3	3	Religious discrimination/harassment experiences (except for Anti-Muslim experiences)
1	0.0	4	4	Muslim/Arab discrimination/harassment experiences
1	0.0	5	5	Age discrimination/harassment experiences
1	0.0	6	6	Nationality discrimination/harassment experiences (including anti-American discrimination in foreign countries)
8	0.0	7	7	Systematic "reverse" discrimination and/or minorities more advantaged than majority
2	0.0	8	8	False or unfair accusations of discrimination/harassment
36	0.0	9	9	Other or multiple discrimination/harassment experiences
8	0.0	10	10	Retaliation
15	0.0	11	11	Issues with the reporting process/suppression of reporting
3	0.0	12	12	Issues with the investigation
3	0.0	13	13	Issues with the official outcome
15	0.0	14	14	Deployment
3	0.0	15	15	Gang/Extremist Group Activities/Hate Crimes
21	0.0	16	16	Compensation
32	0.0	17	17	Quality of the current survey
4	0.0	18	18	Quality of other surveys
4	0.0	19	19	Questions about the results of this survey
4	0.0	21	21	Invited to participate in too many surveys (Survey Fatigue)

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

COMMSUB3

Comment Code 3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE109_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6	0.0	22	22	Survey is too long (Response Fatigue)
48	0.1	23	23	Leadership
12	0.0	24	24	Equal Opportunity Training
115	0.1	25	25	Working conditions/resources
30	0.0	26	26	Retention/plans to leave the Service
24	0.0	27	27	Work/life balance
45	0.1	28	28	Promotions
13	0.0	29	29	Fair and equitable policy enforcement
6	0.0	30	30	Performance reviews
24	0.0	31	31	Professional training opportunities
4	0.0	32	32	Miscellaneous/other
83097	99.7	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

CRITFLAG

Critical Questions Complete Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE009_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3420	4.1	0	0	Critical items not complete
23190	27.9	1	1	Critical items complete
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

COMPFLAG

Questionnaire Complete Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE010_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3436	4.1	0	0	Incomplete
23174	27.9	1	1	Complete
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

DARVDATE                      Date Survey Arrived

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
DATE9	NUM	5	MMDDYY8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 07-08-24 to 07-12-05.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

DENTDATE                      Date Survey Processed

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	DATE9	NUM	5	MMDDYY8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 07-08-24 to 07-12-05.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

DUPRET

Multiple Returns Flag - Excludes Blanks

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE042_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
29	0.0	-9	.	Surveys returned blank
56487	68.0	-1	.B	No survey return
26252	31.6	0	0	Respondent returned one completed survey
329	0.4	1	1	Respondent returned more than one completed survey
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

DUPRET2

Multiple Returns Flag - Includes Blanks

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE013_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
26280	31.6	0	0	Respondent returned one survey
330	0.4	1	1	Respondent returned more than one survey
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

FLAG\_FIN Final Disposition

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE014_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
25732	31.0	1	1	1 - Returned survey
2	0.0	2	2	2 - Return (deceased)
13	0.0	6	6	6 - Return (separated/retired)
17	0.0	7	7	7 - Return (deployed)
320	0.4	8	8	8 - Return (all other reasons)
1	0.0	10	10	10 - Returned Blank (incarcerated)
2	0.0	13	13	13 - Returned Blank (separated/retired)
13	0.0	14	14	14 - Returned Blank (active refusal)
9	0.0	15	15	15 - Returned Blank (deployed)
1	0.0	16	16	16 - Returned Blank (all other reasons)
500	0.6	17	17	17 - Returned Blank (no reason)
24	0.0	18	18	18 - No Return (deceased)
2	0.0	19	19	19 - No Return (incarcerated)
59	0.1	22	22	22 - No Return (separated/retired)
446	0.5	23	23	23 - No Return (active refusal)
139	0.2	24	24	24 - No Return (deployed)
12	0.0	25	25	25 - No Return (all other reasons)
50374	60.6	26	26	26 - No Return (no reason)
659	0.8	27	27	27 - PND (no address remaining)
3800	4.6	28	28	28 - PND (address remaining at the close of field)
972	1.2	30	30	30 - Original ineligible as identified by DMDC
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

INCWEB

Incomplete Web Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE006_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3689	4.4	-5	.F	Not on survey form
4827	5.8	1	1	Incomplete Web Survey
18094	21.8	2	2	Complete Web Survey
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

INRECNO                      Master SCS ID number

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	8	NUM	8	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 83097.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

LITHO

Litho code

OS DATA

COLS	LENGTH
NA-NA	NA

SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
9	NUM	8	9

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 400002 to 4082149.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

MAILTYP                      Mail Type

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE040_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
22921	27.6	1	1	Notification - paper letter
3689	4.4	2	2	Survey Mailing
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

Q5354EXP                      Military Experience: Experienced circumstances in the last  
12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	Q5354_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
12917	15.5	1	1	Did not experience
13693	16.5	2	2	Experienced
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

QCOMPN Questions completed count

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE001_	NUM	3	STDOS2

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 217.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

QCOMPNF

Questionnaire Complete Number Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE012_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
57013	68.6	0	0	QCompN <= 0
26084	31.4	1	1	QCompN > 0
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

QCOMP

Questions Completed Proportion

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
WE112_	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 1.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

REC\_INEL Record Ineligible Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE044_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
82125	98.8	0	0	Eligible DEERS 0702
972	1.2	1	1	Ineligible DEERS 0702
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

REFUSE

Refused

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE008_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
82280	99.0	0	0	0 - Not refused
457	0.6	3	3	3 - No reason
15	0.0	4	4	4 - Survey took too long
2	0.0	5	5	5 - Intrusive
306	0.4	6	6	6 - Other
6	0.0	15	15	15 - Not at this address/refused by current resident
31	0.0	50	50	50 - Permanent Do Not Survey
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

SAMP\_DC Sample Disposition Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE068_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
972	1.2	1	1	1 - Record ineligible based on Eligible from sample file plus any additional eligibility updates
108	0.1	2	2	2 - Ineligible -- Self/Proxy-report --deceased, ill, incarcerated, separated, divorced (spouse survey)
808	1.0	3	3	3 - Ineligible -- Survey Self Report
23170	27.9	4	4	4 - Complete Eligible Response
2091	2.5	5	5	5 - Incomplete Eligible Response
651	0.8	8	8	8 - Refused/deployed/other
468	0.6	9	9	9 - Blank
4455	5.4	10	10	10 - PND
50374	60.6	11	11	11 - Non-respondents
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

SCSINEL

SCSINEL - Reason reported for ineligibility

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE007_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
82785	99.6	0	0	0 - Not ineligible
32	0.0	2	2	2 - Deceased
2	0.0	7	7	7 - Incarcerated
3	0.0	8	8	8 - Ill
34	0.0	9	9	9 - Separated
42	0.1	12	12	12 - Retired
12	0.0	13	13	13 - Other
187	0.2	14	14	14 - Deployed
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

SERIAL                      DRC Serial Number applied

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	6	NUM	5	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 32171.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

SPREFUSE Self/Proxy-report Refuse

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE048_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
82104	98.8	0	0	Not Refused
993	1.2	1	1	Self/Proxy-Report Refuse
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

SPRINEL Self/Proxy-report Ineligible

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE045_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
82983	99.9	0	0	Eligible, Self-/Proxy-Report
114	0.1	1	1	Ineligible, Self-/Proxy-Report
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

SSRINEL                      Survey Self-Report Ineligible

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE046_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
82283	99.0	0	0	Eligible, Survey Self-Report
814	1.0	1	1	Ineligible, Survey Self-Report
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

SURVMAIL

Mailing Number

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE015_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
22921	27.6	1	1	M1 - Notification (domestic, web/paper group)
3650	4.4	4	4	M4 - Notification (foreign, web only group)
25	0.0	5	5	5
8	0.0	14	14	M14 - Survey Mailing (foreign)
6	0.0	16	16	16
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

WBTICKNO                      Web Survey Access Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE104_	CHAR	8	\$CHAR008

CODES TOO NUMEROUS TO LIST HERE.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Operations-Confidential Variables

WEBSTAT

Web Survey Status Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE005_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
56487	68.0	-1	.B	No survey return
3689	4.4	-5	.F	Not on survey form
1938	2.3	2	2	Exit without saving/returning
2889	3.5	3	3	Web survey saved, not submitted
18094	21.8	4	4	Web survey submitted
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

ACTVD Active Duty Date Group

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE073_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19075	23.0	1	1	Active
9698	11.7	2	2	Prior Active
54324	65.4	3	3	Never Active
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

ACTVGRP

Active DEERS & RCCPDS

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE072_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7802	9.4	1	1	Active--DEERS Special Ops
19184	23.1	2	2	Active--DEERS and RCCPDS
8654	10.4	3	3	Prior Active--RCCPDS
47457	57.1	4	4	Never Active--RCCPDS
83097	100.0	TOTALS		

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

ACTVSOC

DEERS End Condition & Date Activated

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE043_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
59125	71.2	-9	.	Unknown
16170	19.5	1	1	Active
7802	9.4	2	2	Active Special Operations
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

AD\_DATE Active Duty Date Status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE078_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18694	22.5	1	1	End greater than File Date
381	0.5	2	2	Bgn greater than End
9698	11.7	3	3	Bgn or End greater than 0
54324	65.4	4	4	Bgn and End equal 0
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

AD\_STR

Active Duty Strength Accounting Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE097_	CHAR	3	\$CHAR003

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
83091	100.0			Unknown
1	0.0	A11	A11	Active component military strength, force structure unit, personnel availability unknown
5	0.0	A20	A20	Active component military strength, individuals account, personnel account type unknown
83097	100.0	TOTALS		

This variable was constructed from 0706 Defense Enrollment Eligibility  
Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

ADALE12                      Active SOC during prior 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE081_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
62011	74.6	1	1	Not active in prior 12 months
5748	6.9	2	2	Active in prior 12 months
15338	18.5	3	3	De-activated in prior 12 months
83097	100.0	TOTALS		

This variable was constructed.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

ADALE12S Active SOC during prior 12 months

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE081_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
62011	74.6	1	1	Not active in prior 12 months
21086	25.4	2	2	Active in prior 12 months
83097	100.0	TOTALS		

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

AGE

Member's Age

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE002_	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 17 to 999.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

AGR\_SVC

AGR Service Legal Authority Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE092_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
71	0.1	B	B	AGR: 10 USC 10211
1381	1.7	C	C	AGR: 10 USC 12301 (d)
3590	4.3	D	D	AGR: 10 USC 12310
2033	2.5	J	J	AGR: 10 USC 502 (f)
76022	91.5	Z	Z	Unknown or NA
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

CENREGN Census Region

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE054_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4712	5.7	0	0	Unknown (including outside 50 states and DC)
9471	11.4	1	1	Northeast: ME, NH, VT, RI, CT, MA, NY, NJ, PA
12077	14.5	2	2	Midwest: OH, IN, IL, MI, WI, MN, IO, MO, ND, SD, NE, KS
34906	42.0	3	3	South: DE, MD, WASH DC, VA, WV, NC, SC, GA, FL, KY, TN, AL, MI, AR, LA, OK, TX
21931	26.4	4	4	West: MT, ID, WY, CO, NM, AZ, UT, NV, WA, OR, CA, AK, HI
83097	100.0	TOTALS		

This variable was constructed from position 125 in the 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables. Region levels are based on Census regions.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

CRACE

Constructed Race Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE088_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6371	7.7	A	A	American Indian or Alaskan Native
10842	13.1	B	B	Asian
26893	32.4	C	C	Black
26729	32.2	D	D	White
3060	3.7	F	F	Native Hawaiian or Pacific Islander
3888	4.7	M	M	Multi Race
5314	6.4	Z	Z	Unknown
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from RACE\_CD.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

CYOS                      Constructed Years Of Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE059_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23	0.0	0	0	Unknown
7461	9.0	1	1	Less than 1
29028	34.9	2	2	1-5
10495	12.6	3	3	6-8
7046	8.5	4	4	9-11
5577	6.7	5	5	12-14
23467	28.2	6	6	15+
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from YOS.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

CYOS3

Constructed years of service 3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE071_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10495	12.6	1	1	6-8
7046	8.5	2	2	9-11
65556	78.9	3	3	Other/Unknown
83097	100.0	TOTALS		

This variable was constructed from YOS.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

CYOSL                      Constructed Years Of Service from Military Longevity Year

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE058_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23	0.0	0	0	Unknown
7461	9.0	1	1	Less than 1
29028	34.9	2	2	1-5 yrs
10495	12.6	3	3	6-8 yrs
7046	8.5	4	4	9-11 yrs
5577	6.7	5	5	12-14 yrs
23467	28.2	6	6	15+ yrs
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

CYOSL3

Constructed Years Of Service L3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE070_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5552	6.7	1	1	6-8
2381	2.9	2	2	12-14
20649	24.9	3	3	Other/Unknown
54515	65.6	4	4	All
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

DEPS

Dependents Quantity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE003_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
38217	46.0	0	0	0
15201	18.3	1	1	1
11016	13.3	2	2	2
10748	12.9	3	3	3
5038	6.1	4	4	4
1780	2.1	5	5	5
546	0.7	6	6	6
169	0.2	7	7	7
53	0.1	8	8	8
10	0.0	9	9	9
4	0.0	10	10	10
1	0.0	11	11	11
2	0.0	12	12	12
1	0.0	15	15	15
311	0.4	99	99	Unknown or NA
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

DRSEMLFLG

DEERS Email Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE094_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
22160	26.7	N	N	No
60937	73.3	Y	Y	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

DRSFLAG

Match to DEERS March 2007

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE100_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
238	0.3	N	N	No
82859	99.7	Y	Y	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

DUIC\_CTRY Unit Location Country Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE090_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2234	2.7			
1	0.0	AE	AE	United Arab Emirates
48	0.1	AF	AF	Afghanistan
32	0.0	AK	AK	AK
1	0.0	AQ	AQ	American Samoa
61	0.1	BA	BA	Arab Emerites
9	0.0	BE	BE	Belgium
7	0.0	CA	CA	CA
4	0.0	CU	CU	Cuba
13	0.0	DJ	DJ	DJ
113	0.1	GM	GM	Germany
458	0.6	GQ	GQ	Guam
39	0.1	IT	IT	Italy
54	0.1	IZ	IZ	Iraq & Iraq - Saudi Arabia Neutral Zone
35	0.0	JA	JA	Japan
42	0.1	KS	KS	South Korea
180	0.2	KU	KU	Kuwait
1	0.0	QA	QA	Qatar
1519	1.8	RQ	RQ	Puerto Rico
22	0.0	UK	UK	UK United Kingdom
78118	94.0	US	US	United States
106	0.1	VQ	VQ	U.S. Virgin Islands
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

EDC\_LVL Education Level Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE069_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
413	0.5	11	11	Non-high school (HS) grad
1247	1.5	12	12	Attending HS, junior or less
1129	1.4	13	13	Attending HS, senior
121	0.2	14	14	Secondary school credential near completion
2143	2.6	21	21	Test-based equivalency diploma
265	0.3	22	22	Occupational program diploma
38	0.1	23	23	Correspondence school diploma
104	0.1	24	24	HS certificate of attendance
71	0.1	25	25	Home study diploma
194	0.2	26	26	Adult education diploma
43855	52.8	31	31	HS diploma
10056	12.1	41	41	Completed 1 semester of college, no HS diploma
4339	5.2	44	44	Associate degree
76	0.1	45	45	Professional nursing diploma
12630	15.2	51	51	Baccalaureate degree
3612	4.4	61	61	Master's degree
59	0.1	62	62	Post master's degree
677	0.8	63	63	First professional degree
537	0.7	64	64	Doctorate degree
20	0.0	65	65	Post doctorate degree
1511	1.8	99	99	Unknown
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

ETHNIC Ethnic Affinity Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE086_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
418	0.5	AA	AA	Asian Indian
955	1.2	AB	AB	Chinese
3564	4.3	AC	AC	Filipino
196	0.2	AD	AD	Guamanian
827	1.0	AF	AF	Japanese
1076	1.3	AG	AG	Korean
641	0.8	AI	AI	Vietnamese
1965	2.4	AJ	AJ	Other Asian descent
4678	5.6	AK	AK	Mexican
2854	3.4	AL	AL	Puerto Rican
203	0.2	AM	AM	Cuban
1309	1.6	AN	AN	Latin American with Hispanic descent
4461	5.4	AO	AO	Other Hispanic descent
49	0.1	AP	AP	Aleut
292	0.4	AQ	AQ	Eskimo
4021	4.8	AR	AR	US or Canadian Indian Tribes
61	0.1	AS	AS	Melanesian
281	0.3	AT	AT	Micronesian
1332	1.6	AU	AU	Polynesian
1046	1.3	AV	AV	Other Pacific Island descent
22359	26.9	BG	BG	Other
28147	33.9	BH	BH	None
2362	2.8	ZZ	ZZ	Unknown
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

FEMAREGN

FEMA Regional Offices

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE060_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2128	2.6	0	0	Unknown
2277	2.7	1	1	ME, NH, VT, RI, CT, MA
6608	8.0	2	2	NY, NJ, PR, VI
9346	11.3	3	3	DC, DE, MD, PA, VA, WV
17245	20.8	4	4	AL, FL, GA, KY, MS, NC, SC, TN
8594	10.3	5	5	IL, IN, MI, MN, OH, WI
11401	13.7	6	6	AR, LA, NM, OK, TX
2925	3.5	7	7	IO, KS, MO, NE
2632	3.2	8	8	CO, MT, ND, SD, UT, WY
16276	19.6	9	9	AZ, CA, HI, NV, AS, GU, CM, REP OF MARSHALL ISLANDS, FED STATE OF MICRONESIA, REP OF PALAU
3665	4.4	10	10	AK, ID, OR WA
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from position 125 in the 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

MARITAL Marital Status Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE089_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26	0.0	A	A	Annulled
5339	6.4	D	D	Divorced
5	0.0	I	I	Interlocutory
68	0.1	L	L	Legally separated
36921	44.4	M	M	Married
40495	48.7	N	N	Never married
128	0.2	W	W	Widowed
115	0.1	Z	Z	Unknown
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

NSAMP

Stratum Sample Count

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	5	NUM	5	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 32 to 6257.

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

NSTRAT                      Stratum Population Count

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	7	NUM	6	STDOS8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 244 to 93706.

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

ORG\_CD Reserve Organization Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE091_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20629	24.8	AG	AG	ARMY NATIONAL GUARD
15672	18.9	AV	AV	US ARMY RESERVE
2188	2.6	CV	CV	CV
9983	12.0	FG	FG	AIR NATIONAL GUARD
9967	12.0	FV	FV	US AIR FORCE RESERVES
12313	14.8	MV	MV	US MARINE CORPS RESERVE
12345	14.9	NV	NV	US NAVAL RESERVE
83097	100.0	TOTALS		

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PCATCD Personnel Category Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE095_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
238	0.3			No Match
30340	36.5	N	N	National Guard
52519	63.2	V	V	Reserve
83097	100.0	TOTALS		

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PDODOCC Primary DoD Occupation Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	6	NUM	4	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 100000 to 290500.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PERCD Personnel End Reason Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE098_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
238	0.3			Unknown
6	0.0	D	D	Death
3	0.0	Q	Q	Date is certain
77555	93.3	R	R	Estimated termination date
699	0.8	S	S	Separated from organization or personnel category
4596	5.5	U	U	No date can be predicted
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility  
Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PNDTHCD

Person Death Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE099_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
238	0.3			Unknown
82853	99.7	N	N	No
6	0.0	Y	Y	Yes
83097	100.0	TOTALS		

This variable was taken from 0610 DEERS (Defense Enrollment Eligibility Report System) file.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PNLECBGN Personnel Entitlement Condition Begin Calendar Date

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YYMMDD8	NUM	5	MMDDYY8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 77-07-01 to 07-06-02.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PNLECEND Personnel Entitlement Condition End Calendar Date

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YYMMDD8	NUM	5	MMDDYY8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 82-02-09 to 12-01-01.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PNLECTYP

Personnel Entitlement Condition Type Code

OS DATA		SAS DATA				
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA		WE041_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17569	21.1	-9	.	Selected reservist (not including AGR or retired)
47461	57.1	1	1	Reservist or retiree on regular active duty
9	0.0	3	3	On appellate leave
1038	1.3	20	20	Transition assistance for 30 days
56	0.1	22	22	Transition assistance for 60 days
12	0.0	23	23	Transition assistance for 120 days
166	0.2	26	26	Composite transitional assistance
341	0.4	31	31	Reserve Component Transition Assistance TA 120 (31) (January 1, 2002 or later). This is a segment condition.
1160	1.4	33	33	Guard/Reserve Alert Period
2757	3.3	34	34	180 days TAMPS for Reserve returning from named contingencies (was 60 days before 11/5/2003). This is a segment condition.
2042	2.5	35	35	180 days TAMPS for Reserve returning from named contingencies (was 120 days before 11/5/2003). This is a segment condition.
290	0.4	36	36	180 days TAMPS for involuntary separation (was 60 days before November 5, 2003). This is a segment condition.
56	0.1	37	37	180 days TAMPS for involuntary separation (was 120 days before November 5, 2003). This is a segment condition.
9980	12.0	39	39	180 days Transition Assistance for Guard/Reserve demobilized from named contingency
158	0.2	40	40	180 days Transition Assistance for involuntary separation from Active Duty
2	0.0	43	43	Unknown
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE). The code that represents the type of condition that occurred while a sponsor was in a personnel category and organization that affected the entitlements of the sponsor and/or the sponsor's dependents. Values of 1 and 2 are consistent with current mobilizations and deployments

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PNLENDT Personnel End Calendar Date

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	YYMMDD8	NUM	5	MMDDYY8

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 03-06-15 to 17-07-08.

This variable was taken from 0610 DEERS (Defense Enrollment Eligibility Report System) file.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PPLN\_GRD

Pay Plan Grade

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE103_	CHAR	3	\$CHAR003

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4	0.0	E00	E00	Enlisted, Grade Unknown
3413	4.1	E01	E01	E01
3822	4.6	E02	E02	E02
11688	14.1	E03	E03	E03
20991	25.3	E04	E04	E04
12703	15.3	E05	E05	E05
8619	10.4	E06	E06	E06
4841	5.8	E07	E07	E07
1453	1.8	E08	E08	E08
480	0.6	E09	E09	E09
1	0.0	O00	O00	Officer, Grade Unknown
1317	1.6	O01	O01	O01
1993	2.4	O02	O02	O02
4072	4.9	O03	O03	O03
3403	4.1	O04	O04	O04
2332	2.8	O05	O05	O05
696	0.8	O06	O06	O06
259	0.3	W01	W01	W01
384	0.5	W02	W02	W02
318	0.4	W03	W03	W03
255	0.3	W04	W04	W04
53	0.1	W05	W05	W05
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PROGRAM Reserve Program

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE067_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7240	8.7	0	0	Unknown
61681	74.2	1	1	TPU
7075	8.5	2	2	AGR/TAR
3757	4.5	3	3	Military Technicians
3344	4.0	4	4	IMA
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PROGRAM1 Reserve Program 1

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE066_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7240	8.7	0	0	Unknown
61681	74.2	1	1	TPU
5042	6.1	2	2	AGR 10
2033	2.5	3	3	AGR 32
3757	4.5	4	4	Military Technicians
3344	4.0	5	5	IMA
83097	100.0	TOTALS		

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

PUBGROUP                      Public Use File Group 1

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	6	NUM	5	STDOS6

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 11011 to 72223.

This variable was constructed.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

R\_EDUC2 Education

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE063_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1511	1.8	0	0	Unknown
49580	59.7	1	1	No College
14471	17.4	2	2	Some College
12630	15.2	3	3	4-year Degree
4905	5.9	4	4	Grad/Professional Degree
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RACE Race Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE074_	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6371	7.7	1	1	American Indian/Alaskan Native (AI/AN)
10842	13.1	2	2	Asian
26893	32.4	3	3	Black or African American (BLK/AA)
3060	3.7	4	4	Native Hawaiian or Other Pacific (NH/PI)
26729	32.2	5	5	White (WHT)
20	0.0	100	100	AI/AN, Asian
7	0.0	101	101	AI/AN, Asian, BLK/AA
5	0.0	102	102	AI/AN, Asian, BLK/AA, NH/PI
19	0.0	103	103	AI/AN, Asian, BLK/AA, NH/PI, WHT
55	0.1	104	104	AI/AN, Asian, BLK/AA, WHT
171	0.2	105	105	AI/AN, Asian, NH/PI
19	0.0	106	106	AI/AN, Asian, NH/PI, WHT
23	0.0	107	107	AI/AN, Asian, WHT
134	0.2	108	108	AI/AN, BLK/AA
6	0.0	109	109	AI/AN, BLK/AA, NH/PI
6	0.0	110	110	AI/AN, BLK/AA, NH/PI, WHT
68	0.1	111	111	AI/AN, BLK/AA, WHT
9	0.0	112	112	AI/AN, NH/PI
43	0.1	113	113	AI/AN, NH/PI, WHT
692	0.8	114	114	AI/AN, WHT
88	0.1	115	115	Asian, BLK/AA
657	0.8	116	116	Asian, BLK/AA, NH/PI
308	0.4	117	117	Asian, BLK/AA, NH/PI, WHT
23	0.0	118	118	Asian, BLK/AA, WHT
578	0.7	119	119	Asian, NH/PI
66	0.1	120	120	Asian, NH/PI, WHT
475	0.6	121	121	Asian, WHT
29	0.0	122	122	BLK/AA, NH/PI
7	0.0	123	123	BLK/AA, NH/PI, WHT
237	0.3	124	124	BLK/AA, WHT
143	0.2	125	125	NH/PI, WHT
5314	6.4	999	999	Unknown
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RACE\_ETH                      Constructed Race Ethnic

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$RACETH	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13701	16.5	1	1	Hispanic
19117	23.0	2	2	White/Unknown
26534	31.9	3	3	Black
6257	7.5	4	4	American Indian/Alaska Native
10781	13.0	5	5	Asian
2942	3.5	6	6	Hawaiian/Pacific Islander
3765	4.5	7	7	Multi Race
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from RACE\_CD and Eth.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RACEETH                      Constructed Race Ethnic

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE087_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
6257	7.5	A	A	American Indian or Alaskan Native
10781	13.0	B	B	Asian
26534	31.9	C	C	Black
18429	22.2	D	D	White
13701	16.5	E	E	Hispanic
2942	3.5	F	F	Native Hawaiian or Pacific Islander
3765	4.5	M	M	Multi Race
688	0.8	Z	Z	Unknown
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from RACE\_CD and Eth.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RANDOM

Random Number

OS DATA	
COLS	LENGTH
NA-NA	NA

SAS DATA				
FORMAT	NAME	TYPE	LENGTH	INFORMAT
	9	NUM	8	9

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 369 to 999966832.

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RCOMPNN Military Component

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE085_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
52485	63.2	2	2	Reserves
30612	36.8	3	3	National Guard
83097	100.0	TOTALS		

This variable was taken from the RCCPDS (Reserve Components Common Personnel Data System) file.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

REGION\_RES                      Region Code based on HOME\_ST State Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4712	5.7	0	0	Other
21548	25.9	1	1	Northern US
34906	42.0	2	2	Southern US
21931	26.4	3	3	Western US
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

REGION\_UIC                      Region Code based on UIC State Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE050_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4322	5.2	0	0	Other
22109	26.6	1	1	Northern US
34903	42.0	2	2	Southern US
21763	26.2	3	3	Western US
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RELIG

0703 Eligibility Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	ELIG	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
972	1.2	0	0	Ineligible
82125	98.8	1	1	Eligible
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RESFLAG

Reserve file Match Flag (RCCPDS March 07)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE094_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
967	1.2	N	N	No
82130	98.8	Y	Y	Yes
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RETHC2

Race Ethnic Category 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE064_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
688	0.8	0	0	Unknown
18429	22.2	1	1	Non-minority
63980	77.0	2	2	Minority
83097	100.0	TOTALS		

This variable was constructed Race\_ETH.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RETHC3

Race Ethnic Category 3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE065_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
688	0.8	0	0	Unknown
18429	22.2	1	1	Non-minority
26534	31.9	2	2	Non-Hispanic Black
13701	16.5	3	3	Hispanic
23745	28.6	4	4	Other Race
83097	100.0	TOTALS		

This variable was constructed from Race\_ETH.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RETHC4

Race Ethnic Category 4

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE084_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
19117	23.0	1	1	Unknown/Non-minority
63980	77.0	2	2	Minority
83097	100.0	TOTALS		

This variable was constructed from Race\_Eth.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RMARITAL Marital Status

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE062_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
115	0.1	0	0	Unknown
36994	44.5	1	1	Married
45988	55.3	2	2	Unmarried
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from marital status (CMARITAL).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RORG\_CD Reserve Component

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE075_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
20629	24.8	1	1	Army National Guard
15672	18.9	2	2	US Army Reserve
12345	14.9	3	3	US Naval Reserve
12313	14.8	4	4	US Marine Corps Reserve
9983	12.0	5	5	Air National Guard
9967	12.0	6	6	US Air Force Reserve
2188	2.6	7	7	Coast Guard Reserves
83097	100.0	TOTALS		

This variable was constructed from position 2 in 0703 RCCPDS (Reserve Components Common Personnel Data System) file.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPAYGRP1

Pay Grade Group 1

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE056_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5	0.0	0	0	Unknown
18923	22.8	1	1	E1-E3
20991	25.3	2	2	E4
21322	25.7	3	3	E5-E6
6774	8.2	4	4	E7-E9
1269	1.5	5	5	W1-W5
7382	8.9	6	6	O1-O3
6431	7.7	7	7	O4-O6
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from PPLN\_GRD from 0703 Reserve Components  
Common Personnel Data System (RCCPDS) file variables.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPAYGRP2

Pay Grade Group 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE057_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5	0.0	0	0	Unknown
68010	81.8	1	1	Enlisted (E1-E9)
1269	1.5	2	2	Warrant Officers (W1-W5)
13813	16.6	3	3	Commissioned Officers (O1-O6)
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is a collapsed version of Pay Grade Group 1.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPAYGRP3

Pay Grade Group 3

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE055_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5	0.0	0	0	Unknown
18923	22.8	1	1	E1-E3
33694	40.6	2	2	E4-E5
15393	18.5	3	3	E6-E9
1269	1.5	4	4	W1-W5
7382	8.9	5	5	O1-O3
6431	7.7	6	6	O4-O6
83097	100.0	TOTALS		

This variable is a collapsed version of Pay Grade Group 1.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPAYGRP4

Pay Grade Group 4

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE052_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5	0.0	0	0	Unknown (Unknown Warrant and Commissioned Officers, Unknown Enlisted)
18923	22.8	1	1	E1-E3
20991	25.3	2	2	E4
21322	25.7	3	3	E5-E6
6774	8.2	4	4	E7-E9
15082	18.2	5	5	All Officers
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is a collapsed version of Pay Grade Group 1.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPAYGRP5

Pay Grade Group 5

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	RPYGRP8_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
39919	48.0	1	1	E1-E4
28096	33.8	2	2	E5-E9
1269	1.5	3	3	W1-W5
7382	8.9	4	4	O1-O3
6431	7.7	5	5	O4-O6
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable is a collapsed version of Pay Grade Group 1.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPAYGRP6

Pay Grade Group 6

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE053_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5	0.0	0	0	Unknown (Unknown Warrant and Commissioned Officers, Unknown Enlisted)
68010	81.8	1	1	Enlisted
15082	18.2	2	2	Officers
83097	100.0	TOTALS		

This variable is a collapsed version of Pay Grade Group 1.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPAYGRP7

Pay Grade Group 7

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE077_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
18923	22.8	1	1	E1-E3
20995	25.3	2	2	E4/Enlisted Unknowns
21322	25.7	3	3	E5-E6
6774	8.2	4	4	E7-E9
1269	1.5	5	5	W1-W5
7383	8.9	6	6	O1-O3/Officer Unknowns
6431	7.7	7	7	O4-O6
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPROG1

Reserve Program 1

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE083_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
68921	82.9	1	1	TPU/Unknown
7075	8.5	2	2	AGR/TAR
3757	4.5	3	3	Military Technicians
3344	4.0	4	4	IMA
83097	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RPROG2

Reserve Program 2

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE079_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3344	4.0	1	1	IMA
79753	96.0	2	2	All other
83097	100.0	TOTALS		

This variable was constructed.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RSERVICE Service

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE076_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
36301	43.7	1	1	Army
12345	14.9	2	2	Navy
12313	14.8	3	3	Marine Corps
19950	24.0	4	4	Air Force
2188	2.6	5	5	Coast Guard
83097	100.0	TOTALS		

This variable was constructed from position 1 in the RCCPDS (Reserve Components Common Personnel Data System) file.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RSEX

Gender

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE061_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	0	0	Unknown
65411	78.7	1	1	Male
17683	21.3	2	2	Female
83097	100.0	TOTALS		

This variable was constructed from position 103 in the 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RSEX2                      Constructed gender code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE080_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
65414	78.7	1	1	Male/Unknown
17683	21.3	2	2	Female
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RSV\_CATG Reserve Category Group Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE082_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
72265	87.0	1	1	Selected Reserve (not AGR or MILTECH)
7075	8.5	2	2	Active/Guard Reserve (AGR)
3757	4.5	3	3	Military Technician (MILTECH)
83097	100.0	TOTALS		

This variable was constructed from position 7 in the 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RSV\_SCAT Reserve Subcategory Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE039_	CHAR	2	\$CHAR002

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
65396	78.7	A	A	Drilling Unit Member
3346	4.0	B	B	Individual Mobilization Augmentees (IMA)
2954	3.6	F	F	On Initial Active Duty For Training (IADT)
7075	8.5	G	G	Active Guard Reserve
2806	3.4	P	P	Person awaiting IADT
769	0.9	Q	Q	Awaiting Second Part of IADT
254	0.3	T	T	Simultaneous Membership Program (SMP)
12	0.0	V	V	Full-Time Members (Special Category)
485	0.6	X	X	SEL RES-Other Training Program
83097	100.0	TOTALS		

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RSVCAT Reserve category code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE096_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
72483	87.2	S	S	Selected Reserve - Trained in Units
3346	4.0	T	T	Selected Reserve - Trained individuals (non-unit)
7268	8.8	U	U	Selected Reserve - Training Pipeline
83097	100.0	TOTALS		

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RSVCCCD

Reserve Component Category Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE093_	CHAR	2	\$CHAR002

CODES TOO NUMEROUS TO LIST HERE.

This variable was constructed from 0706 Defense Enrollment Eligibility  
Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RSVFLG

File Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$WE004_	CHAR	1	\$CHAR001

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
83097	100.0	R	R	Reserve
83097	100.0	TOTALS		



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

RTITLE Technician/AGR ID

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE047_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
76022	91.5	0	0	Not Applicable, Other, or Unknown
5042	6.1	1	1	Title 10
2033	2.5	2	2	Title 32
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from position 5 in the 0703 Reserve Components  
Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SAMP\_WGT                      Sample weight

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	11.6	NUM	8	11

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 99.122270742.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SAMPFLAG                      Sample Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE051_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
83097	100.0	1	1	Sample
83097	100.0	TOTALS		

This variable was taken from the 0610 RCCPDS (Reserve Components Common Personnel Data System) file.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0605

Special Operation Code 0605

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
66848	80.5	-9	.	Missing
1058	1.3	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
12	0.0	5	5	Bosnia
36	0.0	6	6	Kosovo
8	0.0	7	7	Operation Southern Watch
326	0.4	8	8	Operation Noble Eagle
4337	5.2	9	9	Operation Enduring Freedom
3492	4.2	10	10	Operation Iraqi Freedom
6041	7.3	98	98	Not a special operation
938	1.1	99	99	Other/Probable Activation
83097	100.0	TOTALS		

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0606

Special Operation Code 0606

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
66817	80.4	-9	.	Missing
1037	1.3	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
11	0.0	5	5	Bosnia
36	0.0	6	6	Kosovo
8	0.0	7	7	Operation Southern Watch
341	0.4	8	8	Operation Noble Eagle
3986	4.8	9	9	Operation Enduring Freedom
3411	4.1	10	10	Operation Iraqi Freedom
6495	7.8	98	98	Not a special operation
954	1.2	99	99	Other/Probable Activation
83097	100.0	TOTALS		

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0607

Special Operation Code 0607

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
66037	79.5	-9	.	Missing
1018	1.2	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
11	0.0	5	5	Bosnia
39	0.1	6	6	Kosovo
9	0.0	7	7	Operation Southern Watch
326	0.4	8	8	Operation Noble Eagle
3885	4.7	9	9	Operation Enduring Freedom
3785	4.6	10	10	Operation Iraqi Freedom
7031	8.5	98	98	Not a special operation
955	1.2	99	99	Other/Probable Activation
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0608

Special Operation Code 0608

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
66340	79.8	-9	.	Missing
995	1.2	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
11	0.0	5	5	Bosnia
41	0.1	6	6	Kosovo
9	0.0	7	7	Operation Southern Watch
306	0.4	8	8	Operation Noble Eagle
3799	4.6	9	9	Operation Enduring Freedom
3651	4.4	10	10	Operation Iraqi Freedom
6995	8.4	98	98	Not a special operation
949	1.1	99	99	Other/Probable Activation
83097	100.0	TOTALS		

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0609

Special Operation Code 0609

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67766	81.6	-9	.	Missing
976	1.2	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
11	0.0	5	5	Bosnia
43	0.1	6	6	Kosovo
8	0.0	7	7	Operation Southern Watch
226	0.3	8	8	Operation Noble Eagle
3494	4.2	9	9	Operation Enduring Freedom
3607	4.3	10	10	Operation Iraqi Freedom
6047	7.3	98	98	Not a special operation
918	1.1	99	99	Other/Probable Activation
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0610

Special Operation Code 0610

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67106	80.8	-9	.	Missing
969	1.2	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
13	0.0	5	5	Bosnia
42	0.1	6	6	Kosovo
8	0.0	7	7	Operation Southern Watch
247	0.3	8	8	Operation Noble Eagle
3532	4.3	9	9	Operation Enduring Freedom
3547	4.3	10	10	Operation Iraqi Freedom
6676	8.0	98	98	Not a special operation
956	1.2	99	99	Other/Probable Activation
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0611

Special Operation Code 0611

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67904	81.7	-9	.	Missing
960	1.2	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
12	0.0	5	5	Bosnia
42	0.1	6	6	Kosovo
8	0.0	7	7	Operation Southern Watch
221	0.3	8	8	Operation Noble Eagle
3095	3.7	9	9	Operation Enduring Freedom
3258	3.9	10	10	Operation Iraqi Freedom
6631	8.0	98	98	Not a special operation
965	1.2	99	99	Other/Probable Activation
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0612

Special Operation Code 0612

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
68739	82.7	-9	.	Missing
939	1.1	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
13	0.0	5	5	Bosnia
39	0.1	6	6	Kosovo
8	0.0	7	7	Operation Southern Watch
209	0.3	8	8	Operation Noble Eagle
2995	3.6	9	9	Operation Enduring Freedom
3118	3.8	10	10	Operation Iraqi Freedom
6080	7.3	98	98	Not a special operation
956	1.2	99	99	Other/Probable Activation
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0701

Special Operation Code 0701

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67722	81.5	-9	.	Missing
1166	1.4	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
12	0.0	5	5	Bosnia
26	0.0	6	6	Kosovo
8	0.0	7	7	Operation Southern Watch
204	0.3	8	8	Operation Noble Eagle
3583	4.3	9	9	Operation Enduring Freedom
3136	3.8	10	10	Operation Iraqi Freedom
6302	7.6	98	98	Not a special operation
937	1.1	99	99	Other/Probable Activation
83097	100.0	TOTALS		

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0702

Special Operation Code 0702

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
67531	81.3	-9	.	Missing
1302	1.6	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
11	0.0	5	5	Bosnia
27	0.0	6	6	Kosovo
8	0.0	7	7	Operation Southern Watch
201	0.2	8	8	Operation Noble Eagle
3575	4.3	9	9	Operation Enduring Freedom
3038	3.7	10	10	Operation Iraqi Freedom
6466	7.8	98	98	Not a special operation
937	1.1	99	99	Other/Probable Activation
83097	100.0	TOTALS		

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0703

Special Operation Code 0703

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
43713	52.6	-9	.	Missing
5045	6.1	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
100	0.1	5	5	Bosnia
42	0.1	6	6	Kosovo
42	0.1	7	7	Operation Southern Watch
602	0.7	8	8	Operation Noble Eagle
10652	12.8	9	9	Operation Enduring Freedom
4369	5.3	10	10	Operation Iraqi Freedom
16748	20.2	98	98	Not a special operation
1783	2.2	99	99	Other/Probable Activation
83097	100.2	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

SOC0704

Special Operation Code 0704

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE017_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
42989	51.7	-9	.	Missing
4849	5.8	0	0	Possible Activation
1	0.0	2	2	Los Angeles Riots
99	0.1	5	5	Bosnia
43	0.1	6	6	Kosovo
42	0.1	7	7	Operation Southern Watch
586	0.7	8	8	Operation Noble Eagle
11449	13.8	9	9	Operation Enduring Freedom
4391	5.3	10	10	Operation Iraqi Freedom
16883	20.3	98	98	Not a special operation
1765	2.1	99	99	Other/Probable Activation
83097	100.0	TOTALS		

This variable was constructed from 0706 Defense Enrollment Eligibility Reporting System (DEERS) Point-in-Time Extracts (PITE).

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

STRAT                      Stratum Level

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	3	NUM	3	STDOS4

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 147.

This variable was constructed.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

WEBFLAG

Web Only Notification Flag

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE049_	NUM	3	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
74597	89.8	0	0	Not web only (74597)
8500	10.2	1	1	Web only (8500)
83097	100.0	TOTALS		

This variable was constructed.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information Sampling and Record Data-Confidential Variables

YOS

Military Longevity Pay Service Years Quantity

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	WE003_	NUM	3	STDOS2

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 99.

This variable was constructed from 0703 Reserve Components Common Personnel Data System (RCCPDS) file variables.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

CAS\_ELIG                      Disposition Codes for CASRO Response Rates - CHAR

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	\$CHAR10.	CHAR	10	\$CHAR010

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
459	0.6	ENR_ACTI	ENR_ACTIV E	ENR_ACTIVE
656	0.8	ENR_BLAN	ENR_BLANK	ENR_BLANK
2091	2.5	ENR_NOQC	ENR_NOQCO M	ENR_NOQCOM
23170	27.9	ER	ER	ER
972	1.2	IN_FR	IN_FR	IN_FR
916	1.1	IN_PR	IN_PR	IN_PR
4459	5.4	UNK_NOLO	UNK_NOLOC	UNK_NOLOC
50374	60.6	UNK_NORE	UNK_NORET	UNK_NORET
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

CAS\_ELIG2 Disposition Codes for CASRO Response Rates - NUM

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	CASELIG	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23170	27.9	1	1	Eligible respondent (usable)
2091	2.5	2	2	Eligible nonrespondent (questionnaire not completed)
656	0.8	3	3	Eligible nonrespondent (returned blank questionnaire)
459	0.6	4	4	Eligible nonrespondent (active refusal)
916	1.1	5	5	Proxy-reported ineligible
4459	5.4	6	6	Unknown eligibility (nonlocatable member)
50374	60.6	7	7	Unknown eligibility (questionnaire not returned)
972	1.2	8	8	Ineligible member in updated frame file
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

FPC

FINITE POPULATION CORRECTION FACTOR (JKN)

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2067	2.5	0.75917	0.759167	0.759167
18132	21.8	0.76332	0.763315	0.763315
11217	13.5	0.86352	0.863519	0.863519
1213	1.5	0.86364	0.863636	0.863636
1670	2.0	0.88844	0.888444	0.888444
14413	17.3	0.88888	0.88888	0.88888
30835	37.1	0.99718	0.997182	0.997182
3550	4.3	0.99752	0.997522	0.997522
83097	100.0	TOTALS		

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

NRFACTNR00                      Full Sample Nonresponse Adjustment Factor

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 1.4049110408.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

NRWGTNR00 FULL SAMPLE NONRESPONSE ADJUSTED WEIGHT

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0 to 306.16770817.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

RKFACT00

FULL SAMPLE RAKING ADJUSTMENT FACTOR

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 0.463829273 to 1.9078616649.



WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

R\_STRAT                      Final Nonresponse Adjustment Cell

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	15	NUM	8	15

CODES TOO NUMEROUS TO LIST HERE.

Codes are too numerous to list here. The values for this variable range from 1 to 147.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

STATUS Final Weighting Status Code

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	STATUS	NUM	8	15

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
23170	27.9	1	1	1-Eligible Respondent (ER)
2742	3.3	2	2	2-Eligible Nonespondent (ENR)
916	1.1	3	3	3-Ineligible (IN)
55297	66.6	4	4	4-Nonespondent - Unknow Eligibility (UNK)
972	1.2	7	7	7-Extraneous
83097	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

STRATUM

Stratum

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT	NAME	TYPE	LENGTH
NA-NA	NA	3		NUM	3
INFORMAT					
STDOS4					

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
111	0.1	1	1	1
32	0.0	2	2	2
19	0.0	3	3	3
15	0.0	4	4	4
66	0.1	5	5	5
125	0.2	6	6	6
103	0.1	7	7	7
293	0.4	8	8	8
19	0.0	9	9	9
17	0.0	10	10	10
159	0.2	11	11	11
168	0.2	12	12	12
148	0.2	13	13	13
913	1.1	14	14	14
1393	1.7	15	15	15
415	0.5	16	16	16
2129	2.6	17	17	17
665	0.8	18	18	18
723	0.9	19	19	19
196	0.2	20	20	20
485	0.6	21	21	21
167	0.2	22	22	22
687	0.8	23	23	23
220	0.3	24	24	24
1127	1.4	26	26	26
152	0.2	27	27	27
164	0.2	28	28	28
289	0.4	29	29	29
286	0.3	30	30	30
744	0.9	31	31	31
345	0.4	32	32	32
935	1.1	35	35	35
213	0.3	36	36	36
626	0.8	37	37	37
380	0.5	38	38	38
2105	2.5	39	39	39
1882	2.3	40	40	40
2027	2.4	41	41	41
1411	1.7	42	42	42
818	1.0	43	43	43
1141	1.4	44	44	44
755	0.9	45	45	45
632	0.8	46	46	46
1105	1.3	47	47	47

(CONTINUED)

WEOR0701 Workplace and Equal Opportunity Survey of Reserve Component Members  
Information on Weighting-Confidential Variables

STRATUM                      Stratum

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
NA-NA	NA	3	NUM	3	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
2623	3.2	48	48	48
2050	2.5	49	49	49
1408	1.7	50	50	50
1673	2.0	51	51	51
1182	1.4	52	52	52
1155	1.4	53	53	53
3639	4.4	54	54	54
904	1.1	55	55	55
790	1.0	56	56	56
7050	8.5	57	57	57
1929	2.3	58	58	58
3146	3.8	59	59	59
1879	2.3	60	60	60
3383	4.1	61	61	61
2369	2.9	62	62	62
2507	3.0	63	63	63
2307	2.8	64	64	64
2285	2.8	65	65	65
3206	3.9	66	66	66
4725	5.7	67	67	67
1415	1.7	68	68	68
567	0.7	69	69	69
3114	3.8	70	70	70
900	1.1	71	71	71
486	0.6	72	72	72
83097	100.7	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



# **Appendix I**

## **Flat File Layout for the Public-Release Data File**



Variable	Type	Start	Stop	Length	Label
SRED1	Num	1	2	2	What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.
WERA008	Num	3	4	2	Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?
WERA009	Num	5	6	2	About how many miles would you have to drive, one way, to get to the nearest military installation from your residence?
SRMARST	Num	7	8	2	What is your marital status?
WERA011	Num	9	10	2	How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?
WERA015	Num	11	12	2	Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?
WERA016	Num	13	14	2	In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?
WERA017	Num	15	16	2	In your opinion, how does your family view your participation in the National Guard/Reserve?
WERA018	Num	17	18	2	In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?
WERA019	Num	19	20	2	In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?
WERA020	Num	21	22	2	Overall, how satisfied are you with the military way of life?
WERA021A	Num	23	24	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? I enjoy serving in the National Guard/Reserve.
WERA021B	Num	25	26	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? Serving in the National Guard/Reserve is consistent with my personal goals.
WERA021C	Num	27	28	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? I would feel guilty if I left the National Guard/Reserve.
WERA021D	Num	29	30	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve.
WERA021E	Num	31	32	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available.
WERA021F	Num	33	34	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it.
WERA021G	Num	35	36	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? I really feel as if the military's values are my own.
WERA021H	Num	37	38	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve.



Variable	Type	Start	Stop	Length	Label
WERA021I	Num	39	40	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? If I left the National Guard/Reserve, I would feel like I had let my country down.
WERA021J	Num	41	42	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice.
WERA021K	Num	43	44	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? I feel like being a member of the National Guard/Reserve can help me achieve what I want in life.
WERA021L	Num	45	46	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? I intend to leave the National Guard/Reserve at the next available opportunity.
WERA021M	Num	47	48	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members.
WERA021N	Num	49	50	2	How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? I am proud to tell others that I am a member of my National Guard/Reserve component.
WERA025	Num	51	52	2	In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?
WERA026	Num	53	54	2	What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?
WERA029	Num	55	56	2	Do you have a civilian job?
WERA030	Num	57	58	2	Are you a student?
WERA031	Num	59	60	2	Have you been activated in the past 12 months? This includes activations that started more than 12 months ago and continued into the past 12 months.
WERA032	Num	61	62	2	Was at least one of your activations in the past 12 months longer than 30 consecutive days?
WERA033	Num	63	64	2	In the past 12 months, have your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?
WERA034	Num	65	66	2	Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?
WERA035	Num	67	68	2	In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?
WERA036	Num	69	70	2	Are you currently activated?
WERA037	Num	71	72	2	Are you currently deployed?
WERA040A	Num	73	74	2	How much do you agree or disagree with the following statements about your immediate supervisor at your military job? You trust your supervisor.
WERA040B	Num	75	76	2	How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Your supervisor ensures that all assigned personnel are treated fairly.

Variable	Type	Start	Stop	Length	Label
WERA040C	Num	77	78	2	How much do you agree or disagree with the following statements about your immediate supervisor at your military job? There is very little conflict between your supervisor and the people who report to him/her.
WERA040D	Num	79	80	2	How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Your supervisor evaluates your work performance fairly.
WERA040E	Num	81	82	2	How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Your supervisor assigns work fairly in your work group.
WERA040F	Num	83	84	2	How much do you agree or disagree with the following statements about your immediate supervisor at your military job? You are satisfied with the direction/supervision you receive.
WERA042	Num	85	86	2	Are you currently in a military work environment where members of your racial/ethnic background are uncommon?
WERA043A	Num	87	88	2	How much do you agree or disagree with the following statements about your military workplace? I know what is expected of me at work.
WERA043B	Num	89	90	2	How much do you agree or disagree with the following statements about your military workplace? I have the materials and equipment I need to do my work right.
WERA043C	Num	91	92	2	How much do you agree or disagree with the following statements about your military workplace? At work, I have the opportunity to do what I do best every duty day.
WERA043D	Num	93	94	2	How much do you agree or disagree with the following statements about your military workplace? In the last 7 duty days, I have received recognition or praise for doing good work.
WERA043E	Num	95	96	2	How much do you agree or disagree with the following statements about your military workplace? My supervisor, or someone at work, seems to care about me as a person.
WERA043F	Num	97	98	2	How much do you agree or disagree with the following statements about your military workplace? There is someone at work who encourages my development.
WERA043G	Num	99	100	2	How much do you agree or disagree with the following statements about your military workplace? At work, my opinions seem to count.
WERA043H	Num	101	102	2	How much do you agree or disagree with the following statements about your military workplace? The mission/purpose of my National Guard/Reserve component makes me feel my job is important.
WERA043I	Num	103	104	2	How much do you agree or disagree with the following statements about your military workplace? My coworkers are committed to doing quality work.
WERA043J	Num	105	106	2	How much do you agree or disagree with the following statements about your military workplace? I have a best friend at work.
WERA043K	Num	107	108	2	How much do you agree or disagree with the following statements about your military workplace? In the last 6 months, someone at work has talked to me about my progress.
WERA043L	Num	109	110	2	How much do you agree or disagree with the following statements about your military workplace? This last year, I have had opportunities at work to learn and to grow.

Variable	Type	Start	Stop	Length	Label
WERA043M	Num	111	112	2	How much do you agree or disagree with the following statements about your military workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.
WERA043N	Num	113	114	2	How much do you agree or disagree with the following statements about your military workplace? My supervisor helps everyone in my work group feel included.
WERA043O	Num	115	116	2	How much do you agree or disagree with the following statements about your military workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace.
WERA043P	Num	117	118	2	How much do you agree or disagree with the following statements about your military workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them.
WERA044A	Num	119	120	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? There is very little conflict among your coworkers.
WERA044B	Num	121	122	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? Your coworkers put in the effort required for their jobs.
WERA044C	Num	123	124	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? The people in your work group tend to get along.
WERA044D	Num	125	126	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? The people in your work group are willing to help each other.
WERA044E	Num	127	128	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? You are satisfied with the relationships you have with your coworkers.
WERA044F	Num	129	130	2	How much do you agree or disagree with the following statements about the people you work with at your military workplace? You put more effort into your job than your coworkers do.
WERA045A	Num	131	132	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? Your work provides you with a sense of pride.
WERA045B	Num	133	134	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? Your work makes good use of your skills.
WERA045C	Num	135	136	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? You like the kind of work you do.
WERA045D	Num	137	138	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? Your job gives you the chance to acquire valuable skills.
WERA045E	Num	139	140	2	How much do you agree or disagree with the following statements about the work you do at your military workplace? You are satisfied with your job as a whole.
WERA046A	Num	141	142	2	Overall, how well prepared... Are you to perform your wartime job?

Variable	Type	Start	Stop	Length	Label
WERA046B	Num	143	144	2	Overall, how well prepared... Is your unit to perform its wartime mission?
WERA047A	Num	145	146	2	How would you rate... Your current level of morale?
WERA047B	Num	147	148	2	How would you rate... The current level of morale in your unit?
WERA048A	Num	149	150	2	How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Members in your unit really care about each other.
WERA048B	Num	151	152	2	How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Members in your unit work well as a team.
WERA048C	Num	153	154	2	How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Members in your unit pull together to get the job done.
WERA048D	Num	155	156	2	How much do you agree or disagree with the following statements about your National Guard/Reserve unit? Members in your unit trust each other.
WERA049A	Num	157	158	2	How true or false is each of the following statements for you? I am as healthy as anybody I know.
WERA049B	Num	159	160	2	How true or false is each of the following statements for you? I seem to get sick a little easier than other people.
WERA049C	Num	161	162	2	How true or false is each of the following statements for you? I expect my health to get worse.
WERA049D	Num	163	164	2	How true or false is each of the following statements for you? My health is excellent.
WERA050A	Num	165	166	2	How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Cut down on the amount of time you spent on work or other activities
WERA050B	Num	167	168	2	How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Accomplished less than you would like
WERA050C	Num	169	170	2	How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Were limited in the kind of work or other activities you do
WERA050D	Num	171	172	2	How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Had difficulty performing the work or other activities you do (for example, it took extra effort)
WERA051A	Num	173	174	2	Overall, how would you rate... The current level of stress in your military life?
WERA051B	Num	175	176	2	Overall, how would you rate... The current level of stress in your personal life?
WERA052A	Num	177	178	2	In the past month, how often have you... Been upset because of something that happened unexpectedly?
WERA052B	Num	179	180	2	In the past month, how often have you... Felt that you were unable to control the important things in your life?
WERA052C	Num	181	182	2	In the past month, how often have you... Felt nervous and stressed?
WERA052D	Num	183	184	2	In the past month, how often have you... Felt confident about your ability to handle your personal problems?

Variable	Type	Start	Stop	Length	Label
WERA052E	Num	185	186	2	In the past month, how often have you... Felt that things were going your way?
WERA052F	Num	187	188	2	In the past month, how often have you... Found that you could not cope with all of the things you had to do?
WERA052G	Num	189	190	2	In the past month, how often have you... Been able to control irritations in your life?
WERA052H	Num	191	192	2	In the past month, how often have you... Felt that you were on top of things?
WERA052I	Num	193	194	2	In the past month, how often have you... Been angered because of things that were outside of your control?
WERA052J	Num	195	196	2	In the past month, how often have you... Felt difficulties were piling up so high that you could not overcome them?
WERA053A	Num	197	198	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
WERA053B	Num	199	200	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Told stories or jokes which were racist or depicted your race/ethnicity negatively?
WERA053C	Num	201	202	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Were condescending to you because of your race/ethnicity?
WERA053D	Num	203	204	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?
WERA053E	Num	205	206	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Displayed tattoos or wore distinctive clothes which were racist?
WERA053F	Num	207	208	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Did not include you in social activities because of your race/ethnicity?
WERA053G	Num	209	210	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
WERA053H	Num	211	212	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?
WERA053I	Num	213	214	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?
WERA053J	Num	215	216	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?
WERA053K	Num	217	218	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Vandalized your property because of your race/ethnicity?

Variable	Type	Start	Stop	Length	Label
WERA053L	Num	219	220	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
WERA053M	Num	221	222	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Physically threatened or intimidated you because of your race/ethnicity?
WERA053N	Num	223	224	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Assaulted you physically because of your race/ethnicity?
WERA053O	Num	225	226	2	How frequently during the past 12 months have you been in circumstances where [LIST OF PEOPLE]... Other race/ethnic-related experiences?
WERA054A	Num	227	228	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were rated lower than you deserved on your last military evaluation.
WERA054B	Num	229	230	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your last military evaluation contained unjustified negative comments.
WERA054C	Num	231	232	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were held to a higher performance standard than others in your military job.
WERA054D	Num	233	234	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get a military award or decoration given to others in similar circumstances.
WERA054E	Num	235	236	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your current military assignment has not made use of your job skills.
WERA054F	Num	237	238	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were not able to attend a major school needed for your military specialty.
WERA054G	Num	239	240	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job.
WERA054H	Num	241	242	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You received lower grades than you deserved in your military training.
WERA054I	Num	243	244	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not get a military job assignment that you wanted because of scores that you got on tests.
WERA054J	Num	245	246	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? Your current military assignment is not good for your career if you continue in the military.

Variable	Type	Start	Stop	Length	Label
WERA054K	Num	247	248	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.
WERA054L	Num	249	250	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.
WERA054M	Num	251	252	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You did not learn until it was too late of opportunities that would help your military career.
WERA054N	Num	253	254	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were unable to get straight answers about your military promotion possibilities.
WERA054O	Num	255	256	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were taken to nonjudicial punishment or court martial when you should not have been.
WERA054P	Num	257	258	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were punished at your military job for something that others did without being punished.
WERA054Q	Num	259	260	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You were excluded by your military peers from social activities.
WERA054R	Num	261	262	2	During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? You had other bothersome experiences at your military job.
WERA056	Num	263	264	2	Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU?
WERA058A	Num	265	266	2	To what extent was this situation... Annoying?
WERA058B	Num	267	268	2	To what extent was this situation... Offensive?
WERA058C	Num	269	270	2	To what extent was this situation... Disturbing?
WERA058D	Num	271	272	2	To what extent was this situation... Threatening?
WERA058E	Num	273	274	2	To what extent was this situation... Disillusioning?
WERA059	Num	275	276	2	During the course of the situation you have in mind, how often did the event(s) occur?
WERA060	Num	277	278	2	How long did this situation last or, if continuing, how long has it been going on?
WERA061	Num	279	280	2	Where did this situation occur?
WERA063A	Num	281	282	2	Did any of the behaviors in the situation occur while you were... Deployed?
WERA063B	Num	283	284	2	Did any of the behaviors in the situation occur while you were... At your civilian job?
WERA063C	Num	285	286	2	Did any of the behaviors in the situation occur while you were... At your civilian school?
WERA063D	Num	287	288	2	Did any of the behaviors in the situation occur while you were... Near your place of residence?

Variable	Type	Start	Stop	Length	Label
WERA075A	Num	289	290	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?
WERA075B	Num	291	292	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Told stories or jokes which were racist or depicted your race/ethnicity negatively?
WERA075C	Num	293	294	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Were condescending to you because of your race/ethnicity?
WERA075D	Num	295	296	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?
WERA075E	Num	297	298	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Displayed tattoos or wore distinctive clothes which were racist?
WERA075F	Num	299	300	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Did not include you in social activities because of your race/ethnicity?
WERA075G	Num	301	302	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?
WERA075H	Num	303	304	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?
WERA075I	Num	305	306	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?
WERA075J	Num	307	308	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?
WERA075K	Num	309	310	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Vandalized your property because of your race/ethnicity?



Variable	Type	Start	Stop	Length	Label
WERA075L	Num	311	312	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?
WERA075M	Num	313	314	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Physically threatened or intimidated you because of your race/ethnicity?
WERA075N	Num	315	316	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Assaulted you physically because of your race/ethnicity?
WERA075O	Num	317	318	2	How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live... Other race/ethnic-related experiences involving civilians in the local community?
WERA078A	Num	319	320	2	Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Senior leadership of my National Guard/Reserve component
WERA078B	Num	321	322	2	Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Senior leadership of my installation/ship
WERA078C	Num	323	324	2	Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. My My immediate supervisor
WERA079	Num	325	326	2	Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?
WERA080A	Num	327	328	2	How would you rate race relations... In your military work group?
WERA080B	Num	329	330	2	How would you rate race relations... At your military duty station?
WERA080C	Num	331	332	2	How would you rate race relations... In your National Guard/Reserve component?
WERA080D	Num	333	334	2	How would you rate race relations... In the local community around where you live?
WERA080E	Num	335	336	2	How would you rate race relations... In the local community around your military duty station?
WERA081A	Num	337	338	2	In your military work group, to what extent... Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?
WERA081B	Num	339	340	2	In your military work group, to what extent... Would complaints about racial/ethnic harassment and discrimination be taken seriously?
WERA081C	Num	341	342	2	In your military work group, to what extent... Would people be able to get away with racial/ethnic harassment and discrimination?

Variable	Type	Start	Stop	Length	Label
WERA081D	Num	343	344	2	In your military work group, to what extent... Are policies forbidding racial/ethnic harassment and discrimination publicized?
WERA081E	Num	345	346	2	In your military work group, to what extent... Are complaint procedures related to racial/ethnic harassment and discrimination publicized?
WERA083A	Num	347	348	2	At your military duty station, to what extent... Are racist/extremist organizations or individuals a problem?
WERA083B	Num	349	350	2	At your military duty station, to what extent... Are hate crimes a problem?
WERA083C	Num	351	352	2	At your military duty station, to what extent... Are gangs a problem?
WERA084A	Num	353	354	2	In the local community around where you live, to what extent... Are racist/extremist organizations or individuals a problem?
WERA084B	Num	355	356	2	In the local community around where you live, to what extent... Are hate crimes a problem?
WERA084C	Num	357	358	2	In the local community around where you live, to what extent... Are gangs a problem?
WERA085A	Num	359	360	2	To what extent... Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?
WERA085B	Num	361	362	2	To what extent... Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?
WERA085C	Num	363	364	2	To what extent... Do you feel comfortable interacting with people from different race/ethnic groups?
WERA086A	Num	365	366	2	During the past 12 months, have you been involved in a racial confrontation... On your installation/ship?
WERA086B	Num	367	368	2	During the past 12 months, have you been involved in a racial confrontation... In the local community around your military duty station?
WERA086C	Num	369	370	2	During the past 12 months, have you been involved in a racial confrontation... In the local community around where you live?
WERA090	Num	371	372	2	Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?
WERA092A	Num	373	374	2	My National Guard/Reserve component's training... Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination
WERA092B	Num	375	376	2	My National Guard/Reserve component's training... Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole
WERA092C	Num	377	378	2	My National Guard/Reserve component's training... Identifies behaviors that are offensive to others and should not be tolerated
WERA092D	Num	379	380	2	My National Guard/Reserve component's training... Gives useful tools for dealing with racial/ethnic harassment and discrimination
WERA092E	Num	381	382	2	My National Guard/Reserve component's training... Explains the process for reporting racial/ethnic harassment and discrimination
WERA092F	Num	383	384	2	My National Guard/Reserve component's training... Makes me feel it is safe to complain about offensive, race/ethnic-related situations

Variable	Type	Start	Stop	Length	Label
WERA092G	Num	385	386	2	My National Guard/Reserve component's training... Promotes cross-cultural awareness
WERA092H	Num	387	388	2	My National Guard/Reserve component's training... Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination
WERA092I	Num	389	390	2	My National Guard/Reserve component's training... Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs
WERA092J	Num	391	392	2	My National Guard/Reserve component's training... Promotes religious tolerance
WERA093	Num	393	394	2	In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?
WERA094	Num	395	396	2	In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?
WERA095A	Num	397	398	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Promotion opportunities
WERA095B	Num	399	400	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Pay and benefits
WERA095C	Num	401	402	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Fair performance evaluations
WERA095D	Num	403	404	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Education and training opportunities
WERA095E	Num	405	406	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Quality of life
WERA095F	Num	407	408	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Fair administration of criminal justice
WERA095G	Num	409	410	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Chance to show pride in yourself
WERA095H	Num	411	412	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Chance to show pride in your race/ethnic group
WERA095I	Num	413	414	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from harassment

Variable	Type	Start	Stop	Length	Label
WERA095J	Num	415	416	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from discrimination
WERA095K	Num	417	418	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Freedom from racist/extremist organizations, hate crimes
WERA095L	Num	419	420	2	How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Race/ethnic relations overall
WERA096	Num	421	422	2	In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?
WERA097A	Num	423	424	2	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Blacks or African Americans?
WERA097B	Num	425	426	2	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... American Indians or Alaska Natives?
WERA097C	Num	427	428	2	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Asians, Native Hawaiians or Pacific Islanders?
WERA097D	Num	429	430	2	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Spanish/Hispanic/Latinos?
WERA097E	Num	431	432	2	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Arab Americans?
WERA097F	Num	433	434	2	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Whites?
WERA097G	Num	435	436	2	In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for... Muslims?
WERA098	Num	437	438	2	In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?
WERA099	Num	439	440	2	In your opinion, have race/ethnic relations overall in the military gotten better or worse over the last 5 years?
WERA100A	Num	441	442	2	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Blacks or African Americans?
WERA100B	Num	443	444	2	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... American Indians or Alaska Natives?
WERA100C	Num	445	446	2	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Asians, Native Hawaiians or Pacific Islanders?
WERA100D	Num	447	448	2	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Spanish/Hispanic/Latinos?
WERA100E	Num	449	450	2	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Arab Americans?
WERA100F	Num	451	452	2	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Whites?
WERA100G	Num	453	454	2	In your opinion, have opportunities in the military gotten better or worse over the last 5 years for... Muslims?
WERA014R	Num	455	456	2	Tab: How many years you spent in military service?

Variable	Type	Start	Stop	Length	Label
COMMITA	Num	457	458	2	Tab: Affective Commitment Scale constructed from Q21A B D G H K
COMMITC	Num	459	460	2	Tab: Continuance Commitment Scale constructed from Q21E, J
COMMITN	Num	461	462	2	Tab: Spouse Pride Commitment Scale constructed from Q21C, F, I
WERA022AR	Num	463	464	2	Tab: You recommend close personal friend join? A friend who is White
WERA022BR	Num	465	466	2	Tab: You recommend close personal friend join? A friend who is Black or African American
WERA022CR	Num	467	468	2	Tab: You recommend close personal friend join? A friend who is American Indian or Alaska Native
WERA022DR	Num	469	470	2	Tab: You recommend close personal friend join? A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
WERA022ER	Num	471	472	2	Tab: You recommend close personal friend join? A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)
WERA022FR	Num	473	474	2	Tab: You recommend close personal friend join? A friend who is Spanish/Hispanic/Latino
WERA023R	Num	475	476	2	Tab: In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?
WERA024R	Num	477	478	2	Tab: In the past 12 months, how many nights did you spend away from your home because of your military duties?
IMPTempo	Num	479	480	2	Reserve component members who indicated their desire to stay decreased as a result of being away more than expected (Q25 & Q26)
WERA036R	Num	481	482	2	Tab: Are you currently activated?
WERA038AR	Num	483	484	2	Tab: Since 9/11 have you been deployed for Operation Noble Eagle (airport security)
WERA038BR	Num	485	486	2	Tab: Since 9/11 have you been deployed for Operation Enduring Freedom (Afghanistan)
WERA038CR	Num	487	488	2	Tab: Since 9/11 have you been deployed for Operation Iraqi Freedom
WERA038DR	Num	489	490	2	Tab: Since 9/11 have you been deployed for Other
WERA038R	Num	491	492	2	Tab bar: Percentage deployed to any operation.
WERA039R	Num	493	494	2	Tab: How long have you been in your present military unit?
SUPSAT	Num	495	498	4	Tab: Supervisor Satisfaction scale: Assess the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments
WERA041H	Num	499	500	2	More than one race
CWORKSAT	Num	501	502	2	Tab: Coworker satisfaction scale: Coworker satisfaction can be defined as satisfaction with coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers
WORKSAT	Num	503	504	2	Tab: Work satisfaction scale: Work satisfaction can be defined as a sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills
COHESION	Num	505	506	2	Tab: Unit cohesion: Unit cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission
GENHEAL	Num	507	508	2	Tab: General Health scale: Designed to provide a self-assessment of overall physical well-being

Variable	Type	Start	Stop	Length	Label
PHYSHEAL	Num	509	510	2	Tab: Physical Health scale: Designed to provide a self-assessment of general physical health
STRESS	Num	511	514	4	Tab: Perceived stress scale: Perceived stress can be defined as Reserve component members' stress levels, measured by emotional experiences/reactions in the month prior to taking this survey
WERA055R	Num	515	516	2	Tab bar: Based on Q53-54, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination?
INC_MS	Num	517	518	2	Member experiences of Harassment/Discrimination in the DoD Community: Q53A-O and Q54A-R and Q55
INC_MIL	Num	519	520	2	Member experiences of Harassment/Discrimination in the DoD Community: Q53A-O and Q54A-R
DODOFF	Num	521	522	2	Offensive encounters that were harassment/discrimination in the DoD Community: Q53 A-J and Q55
DODTHRT	Num	523	524	2	Harm or threat of harm from military personnel, DoD/DHS civilian employees and or/contractors: Q53K-Q53N and Q55
ASSIGN	Num	525	526	2	Assignment/Career discrimination: Q54E, Q54J-Q54N, Q54Q, and Q55 Exclude Q54A-Q54D, Q54F-Q54I, Q54O-Q54P, AND Q54R
EVAL	Num	527	528	2	Evaluation discrimination due to race/ethnicity: Q54A-Q54D and Q55
TESTSCR	Num	529	530	2	Training/test score discrimination that reflects racial/ethnic harassment/discrimination: Q54F-Q54I AND Q55
PUNISH	Num	531	532	2	Tab: Undue punishment due to racial/ethnic harassment/discrimination: Q54O-Q54P AND Q55
WERA057AR	Num	533	534	2	Tab: What behavior(s) did you experience during the situation that bothered you the most? Offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress.
WERA057BR	Num	535	536	2	Tab: What behavior(s) did you experience during the situation that bothered you the most? Race/ethnic-related threats, intimidation, vandalism, or physical assault.
WERA057CR	Num	537	538	2	Tab: What behavior(s) did you experience during the situation that bothered you the most? Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information
WERA057DR	Num	539	540	2	Tab: What behavior(s) did you experience during the situation that bothered you the most? Race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations
WERA057ER	Num	541	542	2	Tab: What behavior(s) did you experience during the situation that bothered you the most? Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity.
WERA057FR	Num	543	544	2	Tab: What behavior(s) did you experience during the situation that bothered you the most? Unfair training scores, and/or lack or access to schools/training because of your race/ethnicity.
WERA057GR	Num	545	546	2	Tab: What behavior(s) did you experience during the situation that bothered you the most? Other ways in which you have been hurt because of your ethnicity
WERA062AR	Num	547	548	2	Tab: Did any of the behaviors in the situation on base occur: At your military work (the place where you perform your military duties?)

Variable	Type	Start	Stop	Length	Label
WEA062BR	Num	549	550	2	Tab: Did any of the behaviors in the situation on base occur: During duty hours?
WEA062CR	Num	551	552	2	Tab: Did any of the behaviors in the situation on base occur: In a military work environment where members of your racial/ethnic background are uncommon?
WEA062DR	Num	553	554	2	Tab: Did any of the behaviors in the situation on base occur: At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?
CIVLOC	Num	555	556	2	Tab: Did any of the behaviors in the situation occur at your civilian job or at your civilian school?
MILCIV	Num	557	558	2	Tab: What was the organizational affiliation of the person(s) involved?
WEA067AR	Num	559	560	2	Tab: As a result of the situation did you: Try to ignore the behavior?
WEA067BR	Num	561	562	2	Tab: As a result of the situation did you: Try to avoid the person(s) who bothered you?
WEA067CR	Num	563	564	2	Tab: As a result of the situation did you: Tell the person(s) to stop?
WEA067DR	Num	565	566	2	Tab: As a result of the situation did you: Ask someone else to speak to the person(s) for you?
WEA067ER	Num	567	568	2	Tab: As a result of the situation did you: Settle it yourself physically?
WEA067FR	Num	569	570	2	Tab: As a result of the situation did you: Call a hotline for advice/information (no complaint)?
WEA067GR	Num	571	572	2	Tab: As a result of the situation did you: Request a transfer?
WEA067HR	Num	573	574	2	Tab: As a result of the situation did you: Think about getting out of your National Guard/Reserve component?
WEA067IR	Num	575	576	2	Tab: As a result of the situation did you: Accomplish less than you would like at your military work?
REPORT	Num	577	578	2	Tab: Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations?
RETAL	Num	579	580	2	Tab: What types of retaliation did you experience as a result of reporting the situation?
WEA074AR	Num	581	582	2	Tab: Reasons for not reporting? You thought it was not important enough to report
WEA074BR	Num	583	584	2	Tab: Reasons for not reporting? You did not know how to report
WEA074CR	Num	585	586	2	Tab: Reasons for not reporting? You felt uncomfortable making a report
WEA074DR	Num	587	588	2	Tab: Reasons for not reporting? You took care of the problem yourself
WEA074ER	Num	589	590	2	Tab: Reasons for not reporting? You did not think anything would be done
WEA074FR	Num	591	592	2	Tab: Reasons for not reporting? You thought you would not be believed
WEA074GR	Num	593	594	2	Tab: Reasons for not reporting? You thought reporting would take too much time and effort
WEA074HR	Num	595	596	2	Tab: Reasons for not reporting? You thought you would be labeled a troublemaker
WEA074IR	Num	597	598	2	Tab: Reasons for not reporting? You thought it would make your work situation unpleasant
WEA074JR	Num	599	600	2	Tab: Reasons for not reporting? You thought your performance evaluation or chance for promotion would suffer

Variable	Type	Start	Stop	Length	Label
WERA074KR	Num	601	602	2	Tab: Reasons for not reporting? You were afraid of retaliation/reprisals from the person(s) who did it or from their friends
WERA074LR	Num	603	604	2	Tab: Reasons for not reporting? You were afraid of retaliation/reprisals from you chain-of-command
WERA074MR	Num	605	606	2	WERA074MR Tab: Reasons for not reporting? You did not know the identity of the person(s) who did it
INCIDENT	Num	607	608	2	Experience of any type of bothersome race/ethnic related-behaviors or situations: Q53A-Q53O, Q54A-Q54R, AND Q75A-Q75O
WERA076R	Num	609	610	2	Tab bar: Based on Q75, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination?
INC_COM	Num	611	612	2	Experience of harassment/discrimination in the civilian community: Q75a - Q75O and Q76
INC_CS	Num	613	614	2	Experience of harassment/discrimination in the civilian community: Q75a - Q75O and Q76
COMOFF	Num	615	616	2	Offensive encounters with civilians: Q75A-Q75J AND Q76
COMTHRT	Num	617	618	2	Harm or threat of harm from civilians around an installation: Q75K-Q75N and Q76
SUMMARY	Num	619	620	2	Tab: Summary Measure of Race/Ethnic Harassment and Discrimination Experiences
WERA077R	Num	621	622	2	Tab bar: Do you think DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU?
WERA082AR	Num	623	624	2	Tab: At your military duty station-Would you know how to report experiences of race/ethnic harassment and/or discrimination?
WERA082BR	Num	625	626	2	Tab: At your military duty station-Is the availability of complaint hotlines publicized?
WERA087R	Num	627	628	2	Tab bar: During the past 12 months has someone asked you-To join an extremist organization or to participant in extremist activities?
WERA088R	Num	629	630	2	Tab bar: Do you regularly read websites/literature of any groups that: Advocate the separation of people based on race/ethnicity; or Warn of the dangers of interactions between people of different races/ethnicities; or Point out the dangers of racial/ethnic diversity; or Point out the dangers of racial/ethnic tolerance
WERA089R	Num	631	632	2	Tab bar: Do you agree with the ideals of any organizations that: Advocate the separation of people based on race/ethnicity; or Warn of the dangers of interactions between people of different races/ethnicities; or Point out the dangers of racial/ethnic diversity; or Point out the dangers of racial/ethnic tolerance
WERA091R	Num	633	634	2	Tab: In the past 12 months how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?
SURVFORM	Num	635	636	2	Survey form type
CMTFLAG	Num	637	638	2	Additional Comment Flag
XPAY3L	Num	639	640	2	Cross: Paygrade, 3 level WO and O combined
XSEX	Num	641	642	2	Cross: Respondent gender-Imputed from RSEX
XPROGRAM	Num	643	644	2	Reserve or Program
XPOPACT	Num	645	646	2	Cross: Pop Activated or not activated in the last 12 months.
XPOPDEPLOY	Num	647	648	2	Cross: Population deployment in the past 12 months



Variable	Type	Start	Stop	Length	Label
XDEPLOYLOC	Num	649	650	2	Deployment to OIF/OEF past 12 months
XRETH7L	Num	651	652	2	Cross: Race/ethnicity 7 level
XSRETH7L	Num	653	654	2	Cross: Spouse Race/Ethnicity 7 Level - Not Imputed
WEOR07ID	Num	655	662	8	Unique Identifier for the population
ELIGFLGW	Num	663	664	2	PopFlag: All
RKWGT00	Num	665	679	15	FULL SAMPLE RAKED WEIGHT
TVSTR	Num	680	694	15	Taylor Series Variance Estimation Stratum
TVSTRPOP	Num	695	709	15	Taylor Series Variance Estimation Stratum Population

## **Appendix J**

### **Notes on Analysis**



```

/*SAMPLE: Made to support SAM2 tabulation process
FORMAT 1 = All
*/
SAMPLE = 1;

/*XSRVC: Take Self Report first, If missing then impute
XSRVC Cross: Service 7 level with CG; Imputed from RORG_CD
XSRVCF XSRVC Imputation flag
Footnote: This variable was created from self report data. When missing
record data was used for imputation: RORG_CD, from position 2 in 0703 RCCPDS.
*/
If SRSVC1 > .Z then do;
    XSRVC = SRSVC1;
    If SRSVC1 = 8 then XSRVC = .;
    XSRVCF = 1;
End;
Else if SRSVC1 = . then do;
    XSRVC = RORG_CD;
    XSRVCF = 2;
End;
If INCWEB = .B then XSRVC = .B;
If INCWEB = .B then XSRVCF = .B;

/*XDOD: Use XSRVC to make two level DoD vs CG
Cross: DoD vs Coast Guard
*/
XDOD=XSRVC;
If XSRVC in (1 2 3 4 5 6) then XDOD = 1;
Else if XSRVC = 7 then XDOD = 2;

```

```

/* XPAY5L: Take Self Report first, If missing then impute
Cross: Five level paygroup Cross variable; Imputed from RPAYGRP1
XPAY5LF
Flag: XPAY5L Imputation flag
Footnote: This variable was created primarily from self report data. When
missing record data was used for imputation: RPAYGRP1, which was constructed
from Position 258 in RCCPDS.
*/
If SRGRADE > .Z then do;
    XPAY5LF = 1;
    If SRGRADE in (1 2 3 4) then XPAY5L=1;
    Else if SRGRADE in (5 6 7 8 9) then XPAY5L=2;
    Else if SRGRADE in (11 12 13 14 15) then XPAY5L=3;
    Else if SRGRADE in (21 22 23) then XPAY5L=4;
    Else if SRGRADE in (24 25 26) then XPAY5L=5;
End;
Else if SRGRADE in (. .N) and RPAYGRP1 NE 0 then do;
    XPAY5LF = 2;
    If RPAYGRP1 in (1 2) then XPAY5L=1;
    Else if RPAYGRP1 in (3 4) then XPAY5L=2;
    Else if RPAYGRP1 = 5 then XPAY5L=3;
    Else if RPAYGRP1 = 6 then XPAY5L=4;
    Else if RPAYGRP1 = 7 then XPAY5L=5;
End;
If INCWEB = .B then XPAY5L = .B;
If INCWEB = .B then XPAY5LF = .B;

/*XCGPAY5L: 5 level paygrade Coast Guard only. Based off of XPAY5L since
already imputed.
Cross: CG only 5 level paygroup cross variable
*/
If XDOD = 2 then do;

XCGPAY5L = XPAY5L;
END;
Else if XDOD = 1 then XCGPAY5L = 6;
Else if INCWEB = .B then XCGPAY5L = .B;

/* XPAY2L: Collapse of XPAY5L
Label: Two level paygroup Cross variable: Imputed
*/
IF XPAY5L IN (1 2) then XPAY2L= 1;
ELSE IF XPAY5L IN (3 4 5) then XPAY2L= 2;

/*XCGPAY2L: 2 level paygrade Coast Guard only. Based off of XPAY2L since
already imputed.
*/
If XDOD = 2 then do;
    If XPAY2L = 1 then XCGPAY2L = 1;
    Else if XPAY2L = 2 then XCGPAY2L = 2;
END;
Else if XDOD = 1 then XCGPAY2L = 3;
If INCWEB = .B then XCGPAY2L = .B;

```

```

/*XPAY3L: 3 level paygrade; W and O are combined into Officers
Cross: Paygrade, 3 level WO and O combined
*/
XPAY3L = XPAY5L;
If XPAY5L IN (3 4 5) then XPAY3L = 3;

/*XPAY_NW: 4 level Paygrade; WO set to missing. Based off of XPAY5L since
already imputed.
Cross: 4 level paygroup; WO set to missing
*/
XPAY_NW = XPAY5L;
If XPAY5L = 1 then XPAY_NW = 1;
Else If XPAY5L = 2 then XPAY_NW = 2;
Else if XPAY5L = 3 then XPAY_NW = .;
Else if XPAY5L = 4 then XPAY_NW = 3;
Else if XPAY5L = 5 then XPAY_NW = 4;

/* XSEX: Self report first, if missing then impute
Cross: Respondent gender: Imputed from RSEX
XSEXF XSEX Imputation flag
Footnote: This variable was created primarily from self report data. When
missing record data was used for imputation: RSEX, which was constructed from
position 103 in RCCPDS.
*/
If SRSEX > .Z then do;
    XSEX = SRSEX;
    XSEXF = 1;
End;
Else if SRSEX in (. .N) and RSEX NE 0 then do;
    XSEX = RSEX;
    XSEXF = 2;
End;
If INCWEB = .B then XSEX = .B;
If INCWEB = .B then XSEXF = .B;

/* XREGION_RES: Based on residential region from record data only, based on
HOME_ST State Code
Cross: Region of the country base on residential state code
Footnote: This variable was constructed from the member's state of residents
from Reserve Address File.
*/
If REGION_RES in (1 2 3) then do;
    XREGION_RES = REGION_RES;
End;
If INCWEB = .B then XREGION_RES = .B;

```

```

/* XREGION_UIC: Based on residential region from record data only, based
on UIC State Code
Cross: Region of the country base on UIC state code
Footnote: This variable was constructed from the member's state of UIC
from RCCPDS and UIC Address File.
*/
If REGION_UIC in (1 2 3) then do;
    XREGION_UIC = REGION_UIC;
End;
If INCWEB = .B then XREGION_UIC = .B;

/* CheckAGR
1=Match: AGR and Q27=2
2=Match: Not AGR and Q27=1
3=No match: AGR and Q27=1
4=No match: Not AGR and Q27=2
5=AGR and Missing Q27
6=Not AGR and Missing Q27
*/
If WERA027 = 2 and RSV_SCAT = 'G' then CheckAGR = 1;
Else If WERA027 = 1 and RSV_SCAT NOT in ('G') then CheckAGR = 2;
Else if WERA027 = 1 and RSV_SCAT = 'G' then CheckAGR = 3;
Else If WERA027 = 2 and RSV_SCAT NOT in ('G') then CheckAGR = 4;
Else If WERA027 in (. .A) and RSV_SCAT = 'G' then CheckAGR = 5;
Else If WERA027 in (. .A) and RSV_SCAT NOT in ('G') then CheckAGR = 6;
If INCWEB = .B then CheckAGR = .B;

/* XAGR: Base on RSV_SCAT, IGNORE the self report data WERA027
Cross: Reserve Program 2 level-AGR/FTS/AR vs. Other selectioned reserve
Footnote: This variable was constructed from the Reserve Subcategory Code
from RCCPDS (RSV_SCAT).
*/
If RSV_SCAT = 'G' then XAGR = 2;
Else XAGR = 1; /*Assume TPU*/
If INCWEB = .B then XAGR = .B;

/*XPROGRAM
Note: These was not on the survey.
Will use Not AGR (XAGR=1) as the denominator;
IMA can't be in ANG, ARNG or CGR, Take service information over record IMA

Footnote: This variable was created primarily from self report data. When
missing record data was used for imputation: RSV_SCAT, which was constructed
from RCCPDS.
*/
If XAGR = 1 then do;
    XPROGRAM = 1; /* Assume TUP*/
    If RSV_SCAT = 'B' and XSRVC in (2 3 4 6) then XPROGRAM = 2;
    Else If RSV_SCAT = 'B' and XSRVC in (1 5 7) then XPROGRAM = 1;
End;
Else if XAGR = 2 then XPROGRAM = .N; /* AGR/FTS/AR */
If INCWEB = .B then XPROGRAM = .B;

```

```

/*XPROG3L
FORMAT
1 Reserve Unit
2 AGR/FTS/AR
3 IMA
*/
XPROG3L = 1; /* Assume TUP */
If RSV_SCAT = 'G' then XPROG3L = 2; /* AGR/FTS/AR */
Else If RSV_SCAT = 'B' and XSRVC in (2 3 4 6) then XPROG3L = 3;
Else if RSV_SCAT = 'B' and XSRVC in (1 5 7) then XPROG3L = 1;
If INCWEB = .B then XPROG3L = .B;

/*XMILTECH
NOTE: AGR/FTS/AR, IMA and Navy, MC or CG can't be MilTechs
Take Self Report data first
WERA028 in (1 2) = MilTech
The data had 12 cases were people are IMA but also said they are a MilTech.
Took MilTech information over IMA
XMILTECHF XMILTECH Imputation flag
Footnote: This variable was created primarily from self report data. When
missing record data was used for imputation: RSV_CATG, which was constructed
from RCCPDS.
*/
If XAGR = 1 then do;

XMILTECH=1; /* Assume not a MilTech*/
  XMILTECHF=1;
  If WERA028 in (1 2) and XSRVC in (1 2 5 6) then XMILTECH=2;
  If WERA028 in (. .A) and XSRVC in (1 2 5 6) then do;
    XMILTECHF=2;
    If RSV_CATG=3 then XMILTECH=2;
  End;
End;
Else If XAGR = 2 then do;
  XMILTECH = .N; /* AGR/FTS/AR */
  XMILTECHF = .N;
End;
If INCWEB = .B then XMILTECH = .B;
If INCWEB = .B then XMILTECHF = .B;

/*XACT: Activated or not activated in the last 12 months. No record data for
imputation.
D=Excluded self-reported AGRs (Q27=yes)
Cross: Activated past 12 months
*/
XACT = WERA031;
If WERA031 = 1 then XACT = 1;
Else if WERA031 = 2 then XACT = 2;
if INCWEB = .B then XACT = .B;

```



```

/*XPOPACT: Activated or not activated in the last 12 months. No record data
for imputation.
If Record AGR and any answer to Q27=Yes then input as Not Activated
Cross: Population Activated past 12 months
*/
XPOPACT = WERA031;
If WERA027 = 2 and RSV_SCAT = 'G' then XPOPACT = 1;

/*XDEPLOY: Activations resulting in deployment, yes or no. No record data to
impute.
Cross: Deployed past 12 months
D=Excluded self-reported AGRs (Q27=yes); Must have been actived for longer
than 30 days (Q31=yes and Q32=yes)
*/
if XACT = 2 then do;
    if WERA034 = 1 then XDEPLOY = 1; /*Not deployed*/
    else if WERA034 = 2 then XDEPLOY = 2; /*Deployed*/
end;
if INCWEB = .B then XDEPLOY = .B;

/*XPOPDEPLOY: Activations resulting in deployment, yes or no.
Cross: Pop Deployed past 12 months
Deployed:
- Not AGRS: Q31=2 and 32=2 and 34=2
- AGR: any "Yes past 12 months" answer to Q38A-D
    If Q37=2 then Not deployed
*/
Q38Y12 = 0;
Q38Valid = 0;
Array X38 WERA038A WERA038B WERA038C WERA038D;
Do over X38;
    If X38 = 1 then Q38Y12 = Q38Y12 + 1;
    If X38 > .Z then Q38Valid = Q38Valid + 1;
End;

If WERA031 = 1 or WERA032 = 1 or WERA034 = 1 then XPOPDEPLOY = 1;
Else if WERA034 = 2 then XPOPDEPLOY = 2;

If CheckAGR in (1 3) and WERA037 = 2 then XPOPDEPLOY = 1;
Else If CheckAGR in (1 3) and WERA037 = 1 then XPOPDEPLOY = 1;
Else if CheckAGR in (2 4) and WERA037 = 2 then XPOPDEPLOY = 2;

If XPOPDEPLOY in (. 1) then do;
    If Q38Y12 = 0 and Q38Valid > 0 then XPOPDEPLOY = 1;
    Else if Q38Y12 > 0 then XPOPDEPLOY = 2;
End;

If INCWEB = .B then XPOPDEPLOY = .B;

```

```

/* XDEPLOYLOC: WERA038B (Operation Enduring Freedom) and WERA038C (Operation
Iraqi Freedom)
Cross Deployment to OIF/OEF past 12 months
Footnote: This variable was constructed for analysis from self report data
(WERA038A-D).
*/
If WERA038B = 1 or WERA038C = 1 then XDEPLOYLOC = 2;
Else If WERA038A in (1 2 3) or WERA038B in (2 3) or WERA038C in (2 3) or
WERA038D in (1 2 3)
then XDEPLOYLOC = 1;
if INCWEB = .B then XDEPLOYLOC = .B;

/*HISP_IM: Create ethnicity from self-report and imputations Imputed Hispanic
code
HISP_IMF HISP_IM Imputation flag
Footnote: This variable was created primarily from self report data. When
missing record data was used for imputation: ETHNIC, which was constructed
from RCCPDS
*/
HISP_IMF = 1;
HISP_IM = SRHISPA1;

IF HISP_IM = . AND ETHNIC IN ('AK' 'AL' 'AM' 'AN' 'AO') THEN DO;
    HISP_IM = 2;
    HISP_IMF = 2;
END;

IF INCWEB = .B THEN HISP_IM = .B;
IF INCWEB = .B then HISP_IMF = .B;

/*RACE_NI: Create 5 digit non-imputed race variable used in creation of
SRRACE1
Five digit non-imputed race
*/
RACE_NI = .;
RACE_NI = (10000*SRRACEA) /*White*/
        + ( 1000*SRRACEB) /*Black*/
        + ( 100*SRRACEC) /*American Indian or Alaskan Native*/
        + ( 10*SRRACED) /*Asian*/
        + ( 1*SRRACEE); /*Hawaiian*/
if SRRACEA = .B then RACE_NI = .B;
if SRRACEA = .N then RACE_NI = .N;

```

```

/*SRRACE1: Self-reported race non-imputed. Made from RACE_NI.
*/
If RACE_NI = . then SRRACE1 = .;
Else if RACE_NI = 11211 then SRRACE1 = 1; /*AIAN*/
Else if RACE_NI = 11121 then SRRACE1 = 2; /*Asian*/
Else if RACE_NI = 12111 then SRRACE1 = 3; /*Black*/
Else if RACE_NI = 11112 then SRRACE1 = 4; /*NHPI*/
Else if RACE_NI = 21111 then SRRACE1 = 5; /*White*/
Else if RACE_NI = 11221 then SRRACE1 = 100; /*AIAN A*/
Else if RACE_NI = 12221 then SRRACE1 = 101; /*AIAN A B*/
Else if RACE_NI = 12222 then SRRACE1 = 102; /*AIAN A B NHPI*/
Else if RACE_NI = 22222 then SRRACE1 = 103; /*AIAN A B NHPI W*/
Else if RACE_NI = 22221 then SRRACE1 = 104; /*AIAN A B W*/
Else if RACE_NI = 11222 then SRRACE1 = 105; /*AIAN A NHPI*/
Else if RACE_NI = 21222 then SRRACE1 = 106; /*AIAN A NHPI W*/
Else if RACE_NI = 21221 then SRRACE1 = 107; /*AIAN A W*/
Else if RACE_NI = 12211 then SRRACE1 = 108; /*AIAN B*/
Else if RACE_NI = 12212 then SRRACE1 = 109; /*AIAN B NHPI*/
Else if RACE_NI = 22212 then SRRACE1 = 110; /*AIAN B NHPI W*/
Else if RACE_NI = 22211 then SRRACE1 = 111; /*AIAN B W*/
Else if RACE_NI = 11212 then SRRACE1 = 112; /*AIAN NHPI*/
Else if RACE_NI = 21212 then SRRACE1 = 113; /*AIAN NHPI W*/
Else if RACE_NI = 21211 then SRRACE1 = 114; /*AIAN W*/
Else if RACE_NI = 12121 then SRRACE1 = 115; /*A B*/
Else if RACE_NI = 12122 then SRRACE1 = 116; /*A B NHPI*/
Else if RACE_NI = 22122 then SRRACE1 = 117; /*A B NHPI W*/
Else if RACE_NI = 22121 then SRRACE1 = 118; /*A B W*/
Else if RACE_NI = 11122 then SRRACE1 = 119; /*A NHPI*/
Else if RACE_NI = 21122 then SRRACE1 = 120; /*A NHPI W*/
Else if RACE_NI = 21121 then SRRACE1 = 121; /*A W*/
Else if RACE_NI = 12112 then SRRACE1 = 122; /*B NHPI*/
Else if RACE_NI = 22112 then SRRACE1 = 123; /*B NHPI W*/
Else if RACE_NI = 22111 then SRRACE1 = 124; /*B W*/
Else if RACE_NI = 21112 then SRRACE1 = 125; /*NHPI W*/
If RACE_NI = .B then SRRACE1 = .B;
If RACE_NI = .N then SRRACE1 = .N;

```

```

/*RACE_IM: Create race from self-report and imputations
Imputed Race code
RACE_IMF Imputed Race code flag
Footnote: This variable was created primarily from self report data. When
missing record data was used for imputation: RACE, which was taken from
RCCPDS
*/
RACE_IM = SRRACE1;
If RACE_IM NE . then RACE_IMF = 1; /*Not imputed*/
If SRRACE1 = . and 1<=RACE<=125 then do;
    RACE_IM = RACE;
    RACE_IMF = 2; /*Imputed*/
END;

if INCWEB = .B then RACE_IM = .B;
if INCWEB = .B then RACE_IMF = .B;

```

```

/*XRETH7L: Seven level race variable for regular tabulations
Cross: Race/ethnicity 7 level
*/
If      HISP_IM = 2      then XRETH7L = 1; /*Hispanic*/
Else if RACE_IM = 5      then XRETH7L = 2; /*White*/
Else if RACE_IM = 3      then XRETH7L = 3; /*Black*/
Else if RACE_IM = 1      then XRETH7L = 4; /*AIAN*/
Else if RACE_IM = 2      then XRETH7L = 5; /*Asian*/
Else if RACE_IM = 4      then XRETH7L = 6; /*NHPI*/
Else if RACE_IM >=100 then XRETH7L = 7; /*Two or more races*/
If INCWEB = .B then XRETH7L = .B;

/* XRETH7L2: Seven level race variable ordered for pairwise
Cross: Race/ethnicity 7 level for pairwise
Format
1=White
2=Black
3=Hispanic
4=AIAN
5=Asian
6=NHPI
7=Two or more races
*/
XRETH7L2 = XRETH7L;
If XRETH7L = 1 then XRETH7L2 = 3;
Else if XRETH7L = 2 then XRETH7L2 = 1;
Else if XRETH7L = 3 then XRETH7L2 = 2;

/*XRETH2L: Two level minority vs non-minority
Cross: Race/ethnicity 2 level
Format
*/
XRETH2L = XRETH7L;
If      XRETH7L = 2      then XRETH2L = 1; /*White*/
Else if XRETH7L in (1 3 4 5 6 7) then XRETH2L = 2; /*Total Minority*/

/*XRETH3L: Total minority 3 level
Cross: Total minority 3 level
D = excluded NH whites
*/
If XRETH2L = 2 then do;
    If      XRETH7L = 3      then XRETH3L = 1; /*Black*/
    Else if XRETH7L = 1      then XRETH3L = 2; /*Hispanic*/
    Else if XRETH7L in (4 5 6 7) then XRETH3L = 3; /*Other Race/Ethnicity*/
End;
if INCWEB = .B then XRETH3L = .B;

```

```

/* XRETHGEN: 2 level race by gender
*/
If      XRETH2L = 1 and XSEX = 1 then XRETHGEN = 1;
Else If XRETH2L = 1 and XSEX = 2 then XRETHGEN = 2;
Else If XRETH2L = 2
and XSEX = 1 then XRETHGEN = 3;
Else If XRETH2L = 2 and XSEX = 2 then XRETHGEN = 4;
if INCWEB = .B then XRETHGEN = .B;

/*XCGRETH2L: Two level minority vs non-minority variable for CG only
tabulations
Cross: Race/ethnicity 2 level-CG only
D=CG only
*/
If XSRVC = 7 then do;
  If      XRETH7L = 2
then XCGRETH2L = 1; /*White*/
  Else if XRETH7L in (1 3 4 5 6 7) then XCGRETH2L = 2; /*Total Minority*/
End;
Else XCGRETH2L = 3;
If INCWEB = .B then XCGRETH2L = .B;

/*XCGRETH3L: Three level breakout of total minority for CG only tabulations
D=CG only
Cross: Total minority 3 level for CG tabs
*/
If XCGRETH2L = 2 then do;
  If XRETH7L = 3      then XCGRETH3L = 1; /*Black*/
  Else if XRETH7L = 1      then XCGRETH3L = 2; /*Hispanic*/
  Else if XRETH7L in (4 5 6 7) then XCGRETH3L = 3; /*Other Race/Ethnicity*/
End;
Else if XSRVC in (1 2 3 4 5 6) then XCGRETH3L = 4;
if INCWEB = .B then XCGRETH3L = .B;

/*RETHSVC: Calculating variable for XRETHSVC
Con: Non-consecutive Race/ethnicity by service
*/
RETHSVC = XRETH7L*10 + XSRVC;
if INCWEB = .B then RETHSVC = .B;

```

/\*XRETHSVC: Race/ethnicity by service for regular tabulations. Using  
already imputed variables XSRVC and XRETH7L.  
Cross: Race/ethnicity by service (excludes CG)  
\*/

```
XRETHSVC=RETHSVC;
If      RETHSVC = 11 then XRETHSVC = 1 ; /*Hispanic ARNG*/
Else if RETHSVC = 12 then XRETHSVC = 2 ; /*Hispanic USAR*/
Else if RETHSVC = 13 then XRETHSVC = 3 ; /*Hispanic USNR*/
Else if RETHSVC = 14 then XRETHSVC = 4 ; /*Hispanic USMCR*/
Else if RETHSVC = 15 then XRETHSVC = 5 ; /*Hispanic ANG*/
Else if RETHSVC = 16 then XRETHSVC = 6 ; /*Hispanic USAFR*/
Else if RETHSVC = 17 then XRETHSVC = 7 ; /*Hispanic USCGR*/
Else if RETHSVC = 21 then XRETHSVC = 8 ; /*White ARNG*/
Else if RETHSVC = 22 then XRETHSVC = 9 ; /*White USAR*/
Else if RETHSVC = 23 then XRETHSVC = 10; /*White USNR*/
Else if RETHSVC = 24 then XRETHSVC = 11; /*White USMCR*/
Else if RETHSVC = 25 then XRETHSVC = 12; /*White ANG*/
Else if RETHSVC = 26 then XRETHSVC = 13; /*White USAFR*/
Else if RETHSVC = 27 then XRETHSVC = 14; /*White USCGR*/
Else if RETHSVC = 31 then XRETHSVC = 15; /*Black ARNG*/
Else if RETHSVC = 32 then XRETHSVC = 16; /*Black USAR*/
Else if RETHSVC = 33 then XRETHSVC = 17; /*Black USNR*/
Else if RETHSVC = 34 then XRETHSVC = 18; /*Black USMCR*/
Else If RETHSVC = 35 then XRETHSVC = 19; /*Black ANG*/
Else if RETHSVC = 36 then XRETHSVC = 20; /*Black USAFR*/
Else if RETHSVC = 37 then XRETHSVC = 21; /*Black USCGR*/
Else if RETHSVC = 41 then XRETHSVC = 22; /*AIAN ARNG*/
Else if RETHSVC = 42 then XRETHSVC = 23; /*AIAN USAR*/
Else if RETHSVC = 43 then XRETHSVC = 24; /*AIAN USNR*/
Else if RETHSVC = 44 then XRETHSVC = 25; /*AIAN USMCR*/
Else if RETHSVC = 45 then XRETHSVC = 26; /*AIAN ANG*/
Else if RETHSVC = 46 then XRETHSVC = 27; /*AIAN USAFR*/
Else If RETHSVC = 47 then XRETHSVC = 28; /*AIAN USCGR*/
Else if RETHSVC = 51 then XRETHSVC = 29; /*Asian ARNG*/
Else if RETHSVC = 52 then XRETHSVC = 30; /*Asian USAR*/
Else if RETHSVC = 53 then XRETHSVC = 31; /*Asian USNR*/
Else If RETHSVC = 54 then XRETHSVC = 32; /*Asian USMCR*/
Else if RETHSVC = 55 then XRETHSVC = 33; /*Asian ANG*/
Else if RETHSVC = 56 then XRETHSVC = 34; /*Asian USAFR*/
Else if RETHSVC = 57 then XRETHSVC = 35; /*Asian USAFR*/
Else if RETHSVC = 61 then XRETHSVC = 36; /*NHPI ARNG*/
Else if RETHSVC = 62 then XRETHSVC = 37; /*NHPI USAR*/
Else if RETHSVC = 63 then XRETHSVC = 38; /*NHPI USNR*/
Else if RETHSVC = 64 then XRETHSVC = 39; /*NHPI USMCR*/
Else if RETHSVC = 65 then XRETHSVC = 40; /*NHPI ANG*/
Else if RETHSVC = 66 then XRETHSVC = 41; /*NHPI USAFR*/
Else if RETHSVC = 67 then XRETHSVC = 42; /*NHPI USCGR*/
Else if RETHSVC = 71 then XRETHSVC = 43; /*Two or More Races ARNG*/
Else if RETHSVC = 72 then XRETHSVC = 44; /*Two or More Races USAR*/
Else if RETHSVC = 73 then XRETHSVC = 45; /*Two or More Races USNR*/
Else if RETHSVC = 74 then XRETHSVC = 46; /*Two or More Races USMCR*/
Else if RETHSVC = 75 then XRETHSVC = 47; /*Two or More Races ANG*/
Else if RETHSVC = 76 then XRETHSVC = 48; /*Two or More Races USAFR*/
Else if RETHSVC = 77 then XRETHSVC = 49; /*Two or More Races USCGR*/
If INCWEB = .B then XRETHSVC = .B;
```

```

/*RETHPAY2L: Calculation of race by 2 level paygrade for regular tabulations.
Con: Race By 2 level pay
*/
RETHPAY2L=XRETH7L*10 + XPAY2L;
If INCWEB = .B then RETHPAY2L = .B;

/*XRETHPAY2L: Crossing of race by 2 level paygrade for regular tabulations.
Cross: Race by 2 level paygrade
*/
XRETHPAY2L=RETHPAY2L;
If      RETHPAY2L = 11 then XRETHPAY2L = 1;
Else if RETHPAY2L = 12 then XRETHPAY2L = 2;
Else if RETHPAY2L = 21 then XRETHPAY2L = 3;
Else if RETHPAY2L = 22 then XRETHPAY2L = 4;
Else if RETHPAY2L = 31 then XRETHPAY2L = 5;
Else if RETHPAY2L = 32 then XRETHPAY2L = 6;
Else if RETHPAY2L = 41 then XRETHPAY2L = 7;
Else if RETHPAY2L = 42 then XRETHPAY2L = 8;
Else if RETHPAY2L = 51 then XRETHPAY2L = 9;
Else if RETHPAY2L = 52 then XRETHPAY2L = 10;
Else if RETHPAY2L = 61 then XRETHPAY2L = 11;
Else if RETHPAY2L = 62 then XRETHPAY2L = 12;
Else if RETHPAY2L = 71 then XRETHPAY2L = 13;
Else if RETHPAY2L = 72 then XRETHPAY2L = 14;
If INCWEB = .B then XRETHPAY2L = .B;

/*RETHPAY5L: Calculation for crossing between race and 5 level paygrade used
in regular tabulations.
Calculation for XRETHPAY5
*/
RETHPAY5L=XRETH7L*10 + XPAY5L;
if INCWEB = .B then RETHPAY5L = .B;

/* XDRETHPAY5LT: Crossing of race and 5 level paygrade for DOD only.
Since we don't need the Race By Pay5L for AIAN, Asian, NHIP nor Two or races
Cross: Race/ethnicity by 5 level paygrade;
*/
If XDOD = 1 then do;
  XDRETHPAY5LT = RETHPAY5L;
  If      RETHPAY5L = 11 then XDRETHPAY5LT = 1;
  Else if RETHPAY5L = 12 then XDRETHPAY5LT = 2;
  Else If RETHPAY5L = 21 then XDRETHPAY5LT = 3;
  Else if RETHPAY5L = 22 then XDRETHPAY5LT = 4;
  Else if RETHPAY5L = 31 then XDRETHPAY5LT = 5;
  Else if RETHPAY5L = 32 then XDRETHPAY5LT = 6;
  Else if RETHPAY5L in (13 14 15 23 24 25 33 34 ) then XDRETHPAY5LT = 7;
  Else if RETHPAY5L GE 35 then XDRETHPAY5LT = 7;
  if INCWEB = .B then XDRETHPAY5LT = .B;
End;

```

```

/*XRETHPAY5L: Full crossing of race and 5 level paygrade. Not used in
tabulations, but created in case needed for analysis later.
Full crossing of 7 level race by 5 level pay
*/

```

```

XRETHPAY5L=RETHPAY5L;
If RETHPAY5L = 11 then XRETHPAY5L = 1;
Else if RETHPAY5L = 12 then XRETHPAY5L = 2;
Else if RETHPAY5L = 13 then XRETHPAY5L = 3;
Else if RETHPAY5L = 14 then XRETHPAY5L = 4;
Else if RETHPAY5L = 15 then XRETHPAY5L = 5;
Else if RETHPAY5L = 21 then XRETHPAY5L = 6;
Else if RETHPAY5L = 22 then XRETHPAY5L = 7;
Else if RETHPAY5L = 23 then XRETHPAY5L = 8;
Else if RETHPAY5L = 24 then XRETHPAY5L = 9;
Else if RETHPAY5L = 25 then XRETHPAY5L = 10;
Else if RETHPAY5L = 31 then XRETHPAY5L = 11;
Else if RETHPAY5L = 32 then XRETHPAY5L = 12;
Else If RETHPAY5L = 33 then XRETHPAY5L = 13;
Else if RETHPAY5L = 34 then XRETHPAY5L = 14;
Else if RETHPAY5L = 35 then XRETHPAY5L = 15;
Else if RETHPAY5L = 41 then XRETHPAY5L = 16;
Else if RETHPAY5L = 42 then XRETHPAY5L = 17;
Else if RETHPAY5L = 43 then XRETHPAY5L = 18;
Else if RETHPAY5L = 44 then XRETHPAY5L = 19;
Else if RETHPAY5L = 45 then XRETHPAY5L = 20;
Else if RETHPAY5L = 51 then XRETHPAY5L = 21;
Else if RETHPAY5L = 52 then XRETHPAY5L = 22;
Else if RETHPAY5L = 53 then XRETHPAY5L = 23;
Else if RETHPAY5L = 54 then XRETHPAY5L = 24;
Else if RETHPAY5L = 55 then XRETHPAY5L = 25;
Else if RETHPAY5L = 61 then XRETHPAY5L = 26;
Else if RETHPAY5L = 62 then XRETHPAY5L = 27;
Else if RETHPAY5L = 63 then XRETHPAY5L = 28;
Else if RETHPAY5L = 64 then XRETHPAY5L = 29;
Else if RETHPAY5L = 65 then XRETHPAY5L = 30;
Else if RETHPAY5L = 71 then XRETHPAY5L = 31;
Else if RETHPAY5L = 72 then XRETHPAY5L = 32;
Else if RETHPAY5L = 73 then XRETHPAY5L = 33;
Else if RETHPAY5L = 74 then XRETHPAY5L = 34;
Else if RETHPAY5L = 75 then XRETHPAY5L = 35;

```



```

/* Make DOD only version for all non CG crossing variabels */
Array Total XSRVC      XPAY2L      XPAY5L      XSEX      XAGR
            XPROGRAM    XPROG3L      XMILTECH    XACT
            XDEPLOY     XDEPLOYLOC  XRETH7L     XRETHPAY2L
            XPAY_NW     XRETH2L     XRETHGEN    XPOPACT
            XPOPDEPLOY;
Array DOD   XDSRVC      XDPAY2L      XDPAY5L     XDSEX     XDAGR
            XDPROGRAM    XDPROG3L      XDMILTECH   XDACT
            XDDEPLOY     XDDEPLOYLOC  XDRETH7L    XDRETHPAY2L
            XDPAY_NW     XDRETH2L     XDRETHGEN   XDPOPACT
            XDPOPDEPLOY;

Do over Total;
  If XDOD = 1 then do;
    DOD = Total;
  End;
  Else if XDOD = 2 then DOD = .N;
  Else if XDOD = .B then DOD = .B;
End;

/* XRETHSEXPAY1: 7 level race, gender, 5 level pay variable
*/
XRETHSEXPAY1 = (XRETH7L*100) + (XSEX*10) + (XPAY5L);
IF INCWEB = .B THEN XRETHSEXPAY1 = .B;

```

```

/*XRETHSEXPAY2: 7 level race, gender, 5 level pay variable, WO collapsed
gender
*/
XRETHSEXPAY2 = XRETHSEXPAY1;
IF XRETHSEXPAY1 IN(413 423) THEN XRETHSEXPAY2 = 1;
ELSE IF XRETHSEXPAY1 IN(411) THEN XRETHSEXPAY2 = 2;
ELSE IF XRETHSEXPAY1 IN(412) THEN XRETHSEXPAY2 = 3;
Else If XRETHSEXPAY1 IN(414) THEN XRETHSEXPAY2 = 4;
ELSE IF XRETHSEXPAY1 IN(415) THEN XRETHSEXPAY2 = 5;
ELSE IF XRETHSEXPAY1 IN(421) THEN XRETHSEXPAY2 = 6;
ELSE IF XRETHSEXPAY1 IN(422) THEN XRETHSEXPAY2 = 7;
ELSE IF XRETHSEXPAY1 IN(424) THEN XRETHSEXPAY2 = 8;
ELSE IF XRETHSEXPAY1 IN(425) THEN XRETHSEXPAY2 = 9;
ELSE IF XRETHSEXPAY1 IN(513 523) THEN XRETHSEXPAY2 = 10;
ELSE IF XRETHSEXPAY1 IN(511) THEN XRETHSEXPAY2 = 11;
ELSE IF XRETHSEXPAY1 IN(512) THEN XRETHSEXPAY2 = 12;
ELSE IF XRETHSEXPAY1 IN(514) THEN XRETHSEXPAY2 = 13;
ELSE IF XRETHSEXPAY1 IN(515) THEN XRETHSEXPAY2 = 14;
ELSE IF XRETHSEXPAY1 IN(521) THEN XRETHSEXPAY2 = 15;
ELSE IF XRETHSEXPAY1 IN(522) THEN XRETHSEXPAY2 = 16;
ELSE IF XRETHSEXPAY1 IN(524) THEN XRETHSEXPAY2 = 17;
ELSE If XRETHSEXPAY1 IN(525) THEN XRETHSEXPAY2 = 18;
ELSE IF XRETHSEXPAY1 IN(313 323) THEN XRETHSEXPAY2 = 19;
ELSE IF XRETHSEXPAY1 IN(311) THEN XRETHSEXPAY2 = 20;
ELSE IF XRETHSEXPAY1 IN(312) THEN XRETHSEXPAY2 = 21;
ELSE IF XRETHSEXPAY1 IN(314) then XRETHSEXPAY2 = 22;
ELSE IF XRETHSEXPAY1 IN(315) THEN XRETHSEXPAY2 = 23;
ELSE IF XRETHSEXPAY1 IN(321) THEN XRETHSEXPAY2 = 24;
ELSE IF XRETHSEXPAY1 IN(322) THEN XRETHSEXPAY2 = 25;
ELSE IF XRETHSEXPAY1 IN(324) THEN XRETHSEXPAY2 = 26;
ELSE If XRETHSEXPAY1 IN(325) THEN XRETHSEXPAY2 = 27;
ELSE IF XRETHSEXPAY1 IN(213 223) THEN XRETHSEXPAY2 = 28;
ELSE IF XRETHSEXPAY1 IN(211) THEN XRETHSEXPAY2 = 29;
ELSE IF XRETHSEXPAY1 IN(212) THEN XRETHSEXPAY2 = 30;
ELSE IF XRETHSEXPAY1 IN(214) then XRETHSEXPAY2 = 31;
ELSE IF XRETHSEXPAY1 IN(215) THEN XRETHSEXPAY2 = 32;
ELSE IF XRETHSEXPAY1 IN(221) THEN XRETHSEXPAY2 = 33;
ELSE IF XRETHSEXPAY1 IN(222) THEN XRETHSEXPAY2 = 34;
ELSE IF XRETHSEXPAY1 IN(224) THEN XRETHSEXPAY2 = 35;
ELSE If XRETHSEXPAY1 IN(225) THEN XRETHSEXPAY2 = 36;
ELSE IF XRETHSEXPAY1 IN(113 123) THEN XRETHSEXPAY2 = 37;
ELSE IF XRETHSEXPAY1 IN(111) THEN XRETHSEXPAY2 = 38;
ELSE IF XRETHSEXPAY1 IN(112) THEN XRETHSEXPAY2 = 39;
ELSE IF XRETHSEXPAY1 IN(114) then XRETHSEXPAY2 = 40;
ELSE IF XRETHSEXPAY1 IN(115) THEN XRETHSEXPAY2 = 41;
ELSE IF XRETHSEXPAY1 IN(121) THEN XRETHSEXPAY2 = 42;
ELSE IF XRETHSEXPAY1 IN(122) THEN XRETHSEXPAY2 = 43;
ELSE IF XRETHSEXPAY1 IN(124) THEN XRETHSEXPAY2 = 44;
ELSE IF XRETHSEXPAY1 IN(125) then XRETHSEXPAY2 = 45;
ELSE IF XRETHSEXPAY1 IN(713 723) THEN XRETHSEXPAY2 = 46;
ELSE IF XRETHSEXPAY1 IN(711) THEN XRETHSEXPAY2 = 47;
ELSE IF XRETHSEXPAY1 IN(712) THEN XRETHSEXPAY2 = 48;
ELSE IF XRETHSEXPAY1 IN(714) THEN XRETHSEXPAY2 = 49;
ELSE If XRETHSEXPAY1 IN(715) THEN XRETHSEXPAY2 = 50;
ELSE IF XRETHSEXPAY1 IN(721) THEN XRETHSEXPAY2 = 51;
ELSE IF XRETHSEXPAY1 IN(722) THEN XRETHSEXPAY2 = 52;
ELSE IF XRETHSEXPAY1 IN(724) THEN XRETHSEXPAY2 = 53;

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ELSE IF XRETHSEXPAY1 IN(725) THEN XRETHSEXPAY2 = 54;
ELSE IF XRETHSEXPAY1 IN(613 623) THEN XRETHSEXPAY2 = 55;
ELSE IF XRETHSEXPAY1 IN(611) THEN XRETHSEXPAY2 = 56;
ELSE IF XRETHSEXPAY1 IN(612) THEN XRETHSEXPAY2 = 57;
ELSE IF XRETHSEXPAY1 IN(614) THEN XRETHSEXPAY2 = 58;
ELSE IF XRETHSEXPAY1 IN(615) THEN XRETHSEXPAY2 = 59;
ELSE IF XRETHSEXPAY1 IN(621) THEN XRETHSEXPAY2 = 60;
ELSE IF XRETHSEXPAY1 IN(622) THEN XRETHSEXPAY2 = 61;
ELSE IF XRETHSEXPAY1 IN(624) THEN XRETHSEXPAY2 = 62;
ELSE IF XRETHSEXPAY1 IN(625) THEN XRETHSEXPAY2 = 63;

/* SRGRADER: Normal SOFS 5 level collapse
Tab: What is your current paygrade?
*/
SRGRADER = SRGRADE;
If SRGRADE in (1 2 3 4) then SRGRADER = 1;
Else If SRGRADE in (5 6 7 8 9) then SRGRADER = 2;
Else If SRGRADE in (11 12 13 14 15) then SRGRADER = 3;
Else If SRGRADE in (21 22 23) then SRGRADER = 4;
Else If SRGRADE in (24 25 26) then SRGRADER = 5;

/* SRRACEFB: Construction variable for Member More than one race
Con: SRRACEF-Member More than one race
*/
SRRACEFB = (SRRACEA * 10000) +
            (SRRACEB * 1000) +
            (SRRACEC * 100) +
            (SRRACED * 10) +
            (SRRACEE * 1) ;
IF INCWEB = .B THEN SRRACEFB = .B;

/* SRRACEF: More than one race
Tabs: Member Race-More than one race
*/
SRRACEF = SRRACEFB;
IF SRRACEFB IN (11112 11121 11211 12111 21111) THEN SRRACEF = 1; /*MARKED
ONE*/
ELSE IF SRRACEA LT 1 THEN SRRACEF = .; /*UNKNOWN*/
ELSE SRRACEF = 2; /*MARKED MORE THAN ONE RACE*/
IF INCWEB = .B THEN SRRACEF = .B;

/*SRMARSTR: Percentage Married or Separated
Tab bar chart: Percentage Married or Separated
*/
SRMARSTR = SRMARST;
If SRMARST in (1 2) then SRMARSTR=2;
Else If SRMARST in (3 4 5) then SRMARSTR=1;

```

```

/*WERA011R: Percentage with Significant Other
Tab bar: Percentage Married or with Significant Other
*/
WERA011R = WERA011;
If WERA011 in (2 3 4 5) then WERA011R = 2;
Else if WERA011 = 1 then WERA011R = 1;

/* SRRACEFSB: Construction variable for Spouse More than one race
Con: SRRACEFS-Spouse More than one race
*/
SRRACEFSB = (10000*SRRACEAS) +
             (1000*SRRACEBS) +
             (100*SRRACECS) +
             (10*SRRACEDS) +
             (1*SRRACEES) ;
IF INCWEB = .B THEN SRRACEFSB = .B;

/* SRRACEFS: More than one race
Tabs: Spouse Race-More than one race
*/
SRRACEFS = SRRACEFSB;
IF SRRACEFSB IN (11112 11121 11211 12111 21111) THEN SRRACEFS = 1; /*MARKED
ONE*/
ELSE IF SRRACEAS LT 1 THEN SRRACEFS = .; /*UNKNOWN*/
ELSE SRRACEFS = 2; /*MARKED MORE THAN ONE RACE*/
IF INCWEB = .B THEN SRRACEFS = .B;

/*XSRETH7L: Seven level race
Cross: Race/Ethnicity 7 Level
*/
If SRHISPAS = 2 then XSRETH7L = 1;
else If SRRACEFS = 2 then XSRETH7L = 7;
else if SRRACEAS = 2 then XSRETH7L = 2;
else if SRRACEBS = 2 then XSRETH7L = 3;
else if SRRACECS = 2 then XSRETH7L = 4;
else if SRRACEDS = 2 then XSRETH7L = 5;
else if SRRACEES = 2 then XSRETH7L = 6;
if INCWEB = .B then XSRETH7L = .B;
if SRHISPAS = .N then XSRETH7L = .N;

/*WERA014R: Continuous years of service to 6 levels
Tab: How many years you spent in military service?
*/
WERA014R = WERA014;
If WERA014 GE 0 and WERA014 LE 5 then WERA014R = 1;
Else if WERA014 GE 6 and WERA014 LE 8 then WERA014R=2;
Else If WERA014 GE 9 and WERA014 LE 11 then WERA014R=3;
Else if WERA014 GE 12 and WERA014 LE 16 then WERA014R=4;
Else if WERA014 GE 17 and WERA014 LE 19 then WERA014R=5;
Else if WERA014 GE 20 then WERA014R=6;

```

```

/*WERA015BR standard collapse of variables
Brief: Likelihood to continue to participate in the National/Guard/Reserve
*/
WERA015BR = WERA015;
If WERA015 in (1 2) then WERA015BR = 1;
Else If WERA015 = 3 then WERA015BR = 2;
Else If WERA015 in (4 5)
then WERA015BR = 3;

```

```

/*WERA016BR standard collapse of variables
Brief: In your opinion, how does your spouse/significant other view your
participation in the National Guard/Reserve?
*/
WERA016BR = WERA016;
If WERA016 in (1 2) then WERA016BR = 1;
Else if WERA016 = 3
then WERA016BR = 2;
Else if WERA016 in (4 5) then WERA016BR = 3;

```

```

/*WERA017BR standard collapse of variables
Brief: In your opinion, how does your family view your participation in the
National Guard/Reserve?
*/
WERA017BR = WERA017;
If WERA017 in (1 2) then WERA017BR = 1;
Else if WERA017 = 3 then WERA017BR = 2;
Else if WERA017 in (4 5) then WERA017BR = 3;

```

```

/*WERA018BR standard collapse of variables
Brief: In general, has your life been better or worse than you expected when
you first entered the National Guard/Reserve?
*/
WERA018BR = WERA018;
If WERA018 in (1 2) then WERA018BR = 1;
Else if WERA018 = 3 then WERA018BR = 2;
Else if WERA018 in (4 5) then WERA018BR = 3;

```

```

/*WERA019BR standard collapse of variables
Brief: In general, has your National Guard/Reserve duty been better or worse
than you expected when you first entered the National Guard/Reserve?
*/
WERA019BR = WERA019;
If WERA019 in (1 2) then WERA019BR = 1;
Else if WERA019 = 3 then WERA019BR = 2;
Else if WERA019 in (4 5) then WERA019BR = 3;

```

```

/*WERA020BR standard collapse of variables
Brief: Overall, how satisfied are you with the military way of life?
*/
WERA020BR = WERA020;
If WERA020 in (1 2) then WERA020BR = 1;
Else if WERA020 = 3 then WERA020BR = 2;
Else if WERA020 in (4 5) then WERA020BR = 3;

/* COMAFF: Counts the items answers for in the Affective Commitment Scale
Q21A B D G H K
Con: Counts the items answered in the Affective Commitment Scale
*/
COMAFF = (WERA021A in (1 2 3 4 5)) +
          (WERA021B in (1 2 3 4 5)) +
          (WERA021D in (1 2 3 4 5)) +
          (WERA021G in (1 2 3 4 5)) +
          (WERA021H in (1 2 3 4 5)) +
          (WERA021K in (1 2 3 4 5)) ;
If INCWEB = .B then COMAFF = .B;

/* COMMITA: Affective Commitment scales made from Q21
Tab: Affective Commitment Scale constructed from Q21A B D G H K
AFFECTIVE COMMITMENT (alpha = .XX)
WERA021A I enjoy serving in the National Guard/Reserve.
WERA021B Serving in the National Guard/Reserve is consistent with my personal
goals.
WERA021D Generally, on a day-to-day basis, I am happy with my life in the
National Guard/Reserve.
WERA021G I really feel as if the militarys values are my own.
WERA021K I feel like being a member of
the National Guard/Reserve can help me achieve what I want in life.
*/
If (COMAFF/6) GT 0.5 then COMMITA = mean (WERA021A, WERA021B, WERA021D,
WERA021G, WERA021H, WERA021K);
If INCWEB = .B then COMMITA = .B;

/* COMCON: Counts the items answers for in the Continuance Commitment Scale
Q21E, J
Con: Counts the items answers for in the Continuance Commitment Scale
*/
COMCON = (WERA021E in (1 2 3 4 5)) +
          (WERA021J in (1 2 3 4 5)) ;
If INCWEB = .B then COMCON = .B;

```

```

/* COMMITC: Continuance Commitment scales made from Q21
Tab: Continuance Commitment Scale constructed from Q21E, J
CONTINUANCE COMMITMENT (alpha = .XX)
WERA021E It would be difficult for me to leave the National Guard/Reserve
and give up the benefits
that are available.
WERA021J I continue to serve in the National Guard/Reserve because leaving
would require considerable sacrifice.
Must answer both to be included
*/
If (COMCON/2) GT 0.5 then COMMITC = mean (WERA021E, WERA021J);
If INCWEB = .B
then COMMITC = .B;

/* COMNORM: Counts the items answers for in the Normative Commitment Scale
Q21C, F, I
COMNORM Con: Counts the items answers for in the Normative Commitment Scale
*/
COMNORM = (WERA021C in (1 2 3 4 5)) +
(WERA021F in (1 2 3 4 5)) +

(WERA021I in (1 2 3 4 5)) ;
If INCWEB = .B then COMNORM = .B;

/* COMMITN Normative Commitment scales made from Q21
Tab: Spouse Pride Commitment Scale constructed from Q21C, F, I
PRIDE (alpha = .XX) 3 item scale Need alpha
WERA021C I would feel guilty if I left the National Guard/Reserve.
WERA021F I would not leave the National Guard/Reserve right now because I
have a sense of obligation to the people in it.
WERA021I If I left the National Guard/Reserve, I would feel like I had let
my country down.
*/
If (COMNORM/3) GT 0.5 then COMMITN = mean
(WERA021C, WERA021F, WERA021I);
If INCWEB = .B then COMMITN = .B;

/* WERA021BR: Standard briefing collapse
*/
Array Q21 WERA021A WERA021B WERA021C WERA021D WERA021E WERA021F
WERA021G WERA021H WERA021I WERA021J WERA021K WERA021L
WERA021M WERA021N ;
Array Q21R WERA021ABR WERA021BBR WERA021CBR WERA021DBR WERA021EBR WERA021FBR
WERA021GBR WERA021HBR WERA021IBR WERA021JBR WERA021KBR WERA021LBR
WERA021MBR WERA021NBR ;
Do over Q21;
Q21R = Q21;
If Q21 in (1 2) then Q21R = 1;
Else if Q21 = 3 then Q21R = 2;
Else if Q21 in (4 5) then Q21R = 3;
End;

```

```

/* WERA022R: Equalize percent responding over A-F Set . and .A to value of 1
No;
WERA022AR Tabs: You recommend close personal friend join? A friend who is
White
*/
Array Q22 WERA022A WERA022B WERA022C WERA022D WERA022E WERA022F ;
Array Q22R WERA022AR WERA022BR WERA022CR WERA022DR WERA022ER WERA022FR;

Do over Q22;
  Q22R=Q22;
  If N(of WERA022A WERA022B WERA022C WERA022D WERA022E WERA022F)>0 then
do;
  If Q22 in ( . .A) then Q22R =1; /*No*/
  end;
  IF INCWEB = .B THEN Q22R = .B;
end;

/* WERA023R: Continious to 5 levels
Tab: In the past 12 months, how many days (full days, not drill periods) did
you spend in a compensated (pay or points) National Guard/Reserve status?

*/
WERA023R = WERA023;
If WERA023 = 0 then WERA023R = 1;
Else if WERA023 GE 1 and WERA023 LE 24 then WERA023R = 2;
Else if WERA023 GE 25 and WERA023 LE 47 then WERA023R = 3;
Else if WERA023 GE 48 and WERA023 LE 180 then WERA023R = 4;
Else if WERA023 GE 181 then WERA023R = 5;

/* WERA024R: Continuous to 5 levels
Tab: In the past 12 months, how many nights did you spend away from your home
because of your military duties?
*/
WERA024R = WERA024;
If WERA024 = 0 then WERA024R = 1;
Else if WERA024 GE 1 and WERA024 LE 24 then WERA024R = 2;
Else if WERA024 GE 25 and WERA024 LE 47 then WERA024R = 3;
Else if WERA024 GE 48 and WERA024 LE 180 then WERA024R = 4;
Else if WERA024 GE 181 then WERA024R = 5;

/*WERA025BR standard collapse of variables
Brief: In the past 12 months, have you spent more or less time away from your
home than you expected when you first entered the National Guard/Reserve?
*/
WERA025BR = WERA025;
If WERA025 in (1 2) then WERA025BR = 1;
Else if WERA025 = 3 then WERA025BR = 2;
Else if WERA025 in (4 5) then WERA025BR = 3;

```



```

/*WERA026BR standard collapse of variables
Brief: What impact has time away (or lack thereof) from your home in the past
12 months had on your military career intentions?
*/
WERA026BR = WERA026;
If WERA026 in (1 2) then WERA026BR = 1;
Else If WERA026 = 3 then WERA026BR = 2;
Else if WERA026 in (4 5) then WERA026BR = 3;

/*IMPTEMPO recode decrease desire to stay into yes/no; combines WERA025BR AND
WERA026BR
Tab: Reserve component members who indicated their desire to stay decreased
as a result of being away more than expected (Q25 & Q26)
*/
IMPTEMPO = WERA025BR;
If WERA025BR IN (1 2) AND WERA026BR IN (1 2 3) THEN IMPTEMPO = 1;
ELSE IF WERA025BR = 3 AND WERA026BR IN (1 2) THEN IMPTEMPO = 1;
ELSE If WERA025BR = 3 AND WERA026BR = 3 THEN IMPTEMPO = 2;
ELSE IF WERA025BR in ( . .A ) OR WERA026BR in ( . .A ) then IMPTEMPO = .;
Else IF INCWEB = .B THEN IMPTEMPO = .B;

/*WERA028R: Combine values of Yes for Q28-30
WERA028R Tab bar: Are you a military technician?
WERA029R Tab bar: Do you have a civilian job?
WERA030R Tab bar: Are you a student?
*/
Array Q28 WERA028 WERA029 WERA030 ;
Array Q28R WERA028R WERA029R
WERA030R;
Do over Q28;
    Q28R=Q28;
    If Q28 in (1 2) then Q28R = 2;
    Else if Q28 = 3 then Q28R = 1;
End;

/*WERA036R include does not apply
Tab: Are you currently activated?
*/
WERA036R = WERA036;
If WERA036 = 2 then WERA036R = 1;
Else if WERA036 = 1 then WERA036R = 2;
Else if WERA031 = 1 then WERA036R = 3;

```

```

/*WERA037R Include does not apply from Q31, inpute No for Q36=No
If AGR then set to DNA
If not deployed, then set to missing.
Tab: Are you currently deployed?
*/
WERA037R = WERA037;
If WERA037 = 2 then WERA037R = 1;
Else If WERA037 = 1 then WERA037R = 2;
Else if WERA031 = 1 then WERA037R = 3;
If WERA036 = 1 then WERA037R = 3;
If WERA037 IN (1 2) and RSV_SCAT = G then WERA037R = 3;
If XPOPDEPLOY = 1 then WERA037R = 3;

/*WERA038AR: NOrmal the denominator
WERA038AR Tab: Since 9/11 have you been deployed for Operation Noble Eagle
(airport security)
WERA038BR Tab: Since 9/11 have you been deployed for Operation Enduring
Freedom (Afghanistan)
WERA038CR Tab: Since 9/11 have you been deployed for Operation Iraqi Freedom
WERA038DR Tab: Since 9/11 have you been deployed for Other
*/
Array Q38 WERA038A WERA038B WERA038C WERA038D ;
Array Q38R WERA038AR WERA038BR WERA038CR WERA038DR;
Do over Q38;
  Q38R=Q38;
  If N(of WERA038A WERA038B WERA038C WERA038D)>0 then do;
    If Q38 in (. .A) then Q38R = 3;
  end;
End;

/*WERA038AR2: Normalize the denominator and combine values of yes.
WERA038AR2 Tab group: Since 9/11 have you been deployed for Operation Noble
Eagle (airport security)
WERA038BR2 Tab group: Since 9/11 have you been deployed for Operation
Enduring Freedom (Afghanistan)
WERA038CR2 Tab group: Since 9/11 have you been deployed for Operation Iraqi
Freedom
WERA038DR2 Tab group: Since 9/11 have you been deployed for Other
*/
Array Q38R2 WERA038AR2 WERA038BR2 WERA038CR2 WERA038DR2;
Do over Q38;
Q38R2=Q38;
  IF Q38 in (1 2) then Q38R2=2;
  Else if Q38=3 then Q38R2=1;
  If N(of WERA038A WERA038B WERA038C WERA038D)>0 then do;
    If Q38 in (. .A) then Q38R2=1;
  end;
End;

```

```

/*WERA038R: If Yes to any in Q38 then yes, else if all nos then no.
Tab bar: Percentage deployed to any operation.
*/
If WERA038AR2 = 2 or WERA038BR2 = 2 or WERA038CR2 = 2 or WERA038DR2 = 2 then
WERA038R = 2;
Else if WERA038AR2 = 1 and WERA038BR2 = 1 and WERA038CR2 = 1 and WERA038DR2 =
1 then WERA038R = 1;
If INCWEB = .B THEN WERA038R = .B;

/*WERA039R numerical to categories
Tab: How long have you been in your present military unit?
*/
WERA039R = WERA039;
If WERA039 = 0 then WERA039R = 1;
If WERA039 GE 1 AND WERA039 LE 2 THEN WERA039R = 2;
If WERA039 GE 3 AND WERA039 LE 5 THEN WERA039R = 3;
If WERA039 GE 6 AND WERA039 LE 9 THEN WERA039R = 4;
If WERA039 GE 10 AND WERA039 LE 14 THEN WERA039R = 5;
If WERA039 GE 15 then WERA039R = 6;

/*SUPSAT mean of Q40A - Q40F (WERA040A - WERA040F)
SUPSAT Tab: Supervisor Satisfaction scale: Assess the level of agreement that
supervisors are trustworthy, equitable, and fair in evaluations and
delegating assignments
SUPSAT1 Con: Counts the items answered in the Supervisor Satisfaction scale
*/
SUPSAT1 = (WERA040A in (1 2 3 4 5)) +
(WERA040B IN (1 2 3 4 5)) +
(WERA040C IN (1 2 3 4 5)) +
(WERA040D IN (1 2 3 4 5)) +
(WERA040E in (1 2 3 4 5)) +
(WERA040F IN (1 2 3 4 5)) ;
If (SUPSAT1/6) GT .5 THEN SUPSAT = MEAN (WERA040A, WERA040B, WERA040C,
WERA040D, WERA040E, WERA040F);
If INCWEB = .B THEN DO;
    SUPSAT1 = .B;
    SUPSAT = .B;
End;

/*WERA040BR standard collapse of variables
*/
ARRAY Q40    WERA040A    WERA040B    WERA040C    WERA040D    WERA040E    WERA040F;
ARRAY Q40BR WERA040ABR WERA040BBR WERA040CBR WERA040DBR
WERA040EBR WERA040FBR;
Do over Q40;
    Q40BR = Q40;
    If Q40 in (1 2) then Q40BR = 1;
    Else if Q40 = 3 then Q40BR = 2;
    Else if Q40 in (4 5) then Q40BR = 3;
End;

```

```

/* WERA041HB: Construction variable for Member More than one race
Code includes "Dont know" as a race
*/
WERA041HB = .;
WERA041HB = (WERA041A * 1000000) +
             (WERA041B * 100000) +
             (WERA041C * 10000) +
             (WERA041D * 1000) +
             (WERA041E * 100) +
             (WERA041F * 10) +
             (WERA041G * 1) ;
IF INCWEB = .B THEN WERA041HB = .B;

/* WERA041H: More than one race
*/
WERA041H = WERA041HB;
IF WERA041HB IN (1111112 1111121 1111211 1112111 1121111 1211111 2111111)
THEN WERA041H = 1; /*MARKED ONE*/
ELSE IF WERA041A LT 1
THEN WERA041H = .; /*UNKNOWN*/
ELSE WERA041H = 2; /*MARKED MORE THAN ONE RACE*/
IF INCWEB = .B THEN WERA041H = .B;

/*WERA043BR standard collapse of variables
*/
ARRAY Q43      WERA043A      WERA043B      WERA043C      WERA043D      WERA043E
               WERA043F      WERA043G      WERA043H      WERA043I      WERA043J
               WERA043K      WERA043L      WERA043M      WERA043N      WERA043O      WERA043P;
ARRAY Q43BR    WERA043ABR    WERA043BBR    WERA043CBR    WERA043DBR    WERA043EBR
               WERA043FBR    WERA043GBR    WERA043HBR    WERA043IBR    WERA043JBR
               WERA043KBR    WERA043LBR    WERA043MBR    WERA043NBR    WERA043OBR
WERA043PBR;
Do over Q43;
  Q43BR = Q43;
  If Q43 in (1 2) then Q43BR = 1;
  If Q43 = 3 then Q43BR = 2;
  If Q43 in (4 5) then Q43BR = 3;
End;

```

```

/*CWORKSAT mean of Q44a - Q44e (WERA044A - WERA044E); Q44f is excluded from
measure
CWORKSAT Tab: Coworker satisfaction scale: Coworker satisfaction can be
defined as satisfaction with coworker conflicts, coworker work effort, work
group compatibility,
and helpfulness of coworkers
CWORKSAT1 Con: Counts the number of valid answers in Q44a-e
*/
CWORKSAT1 = (WERA044A in (1 2 3 4 5)) +
             (WERA044B IN (1 2 3 4 5)) +
             (WERA044C IN (1 2 3 4 5)) +
             (WERA044D IN (1 2 3 4 5)) +
             (WERA044E IN (1 2 3 4 5)) ;
If (CWORKSAT1/5) GT .5 THEN CWORKSAT = MEAN (WERA044A, WERA044B, WERA044C,
WERA044D, WERA044E);
If INCWEB = .B THEN DO;
    CWORKSAT1 = .B;
    CWORKSAT = .B;
End;

/*WERA044BR standard collapse of variables
*/
ARRAY Q44    WERA044A    WERA044B    WERA044C    WERA044D    WERA044E    WERA044F;
ARRAY Q44BR  WERA044ABR  WERA044BBR  WERA044CBR  WERA044DBR
WERA044EBR  WERA044FBR;
Do over Q44;
    Q44BR = Q44;
    If Q44 in (1 2) then Q44BR = 1;
    If Q44 = 3 then Q44BR = 2;
    If Q44 in (4 5) then Q44BR = 3;
End;

/*WORKSAT mean of Q45A-Q45D (WERA045A - WERA045D)
NOTE: Scale excluded Q45E
WORKSAT Tab: Work satisfaction scale: Work satisfaction can be defined as a
sense of pride, use of skills, work enjoyment, and the opportunity to acquire
valuable skills
WORKSAT1 Con: Counts the number of valid answers in Q45a-d
*/
WORKSAT1 = (WERA045A in (1 2 3 4 5)) +
            (WERA045B IN (1 2 3 4 5)) +
            (WERA045C IN (1 2 3 4 5)) +
            (WERA045D IN (1 2 3 4 5)) ;
If (WORKSAT1/4) GT .5 THEN WORKSAT = MEAN (WERA045A, WERA045B, WERA045C,
WERA045D);
If INCWEB = .B THEN DO;
    WORKSAT1 = .B;
    WORKSAT = .B;
End;

```

```

/*WORKSAT mean of Q45A-Q45D (WERA045A - WERA045D)
NOTE: Scale excluded Q45E
WORKSAT Tab: Work satisfaction scale: Work satisfaction can be defined as a
sense of pride, use of skills, work enjoyment, and the opportunity to acquire
valuable skills
WORKSAT1 Con: Counts the number of valid answers in Q45a-d
*/
WORKSAT1 = (WERA045A in (1 2 3 4 5)) +
            (WERA045B IN (1 2 3 4 5)) +
            (WERA045C IN (1 2 3 4 5)) +
            (WERA045D IN (1 2 3 4 5)) ;
If (WORKSAT1/4) GT .5 THEN WORKSAT = MEAN (WERA045A, WERA045B, WERA045C,
WERA045D);
If INCWEB = .B THEN DO;
    WORKSAT1 = .B;
    WORKSAT = .B;
End;

/*WERA045BR standard collapse of variables
WERA045ABR Brief: Work you do at your military workplace? Your work provides
you with a sense of pride.
*/
ARRAY Q45 WERA045A WERA045B WERA045C WERA045D WERA045E;
ARRAY Q45BR WERA045ABR WERA045BBR WERA045CBR
WERA045DBR WERA045EBR;
Do over Q45;
    Q45BR = Q45;
    If Q45 in (1 2) then Q45BR = 1;
    If Q45 = 3 then Q45BR = 2;
    If Q45 in (4 5) then Q45BR = 3;
End;

/*WERA046BR standard collapse of variables
*/
ARRAY Q46 WERA046A WERA046B;
ARRAY Q46BR WERA046ABR WERA046BBR;
Do over Q46;
    Q46BR = Q46;
    If Q46 in (1 2) then Q46BR = 1;
    If Q46 = 3 then Q46BR = 2;
    If Q46 in (4 5) then Q46BR = 3;
End;

/*WERA047BR standard collapse of variables
*/
ARRAY Q47 WERA047A WERA047B;
ARRAY Q47BR WERA047ABR WERA047BBR;
Do over Q47;
    Q47BR = Q47;
    If Q47 in (1 2) then Q47BR = 1;
    If Q47 = 3 then Q47BR = 2;
    If Q47 in (4 5) then Q47BR = 3;
End;

```

```

/*COHESION mean of Q48A - 48D (WERA048A - WERA048D)
COHESION Tab: Unit cohesion: Unit cohesion can be defined as affective ties
within a small group that sustain members commitment to each other, their
unit, and their mission
COHESION1 Con: Counts the number of valid answers in Q48a-d
*/
COHESION1 = (WERA048A IN (1 2 3 4 5)) +
            (WERA048B IN (1 2 3 4 5)) +
            (WERA048C IN (1 2 3 4 5)) +
            (WERA048D IN (1 2 3 4 5)) ;
If (COHESION1/4) GT .5 then COHESION = MEAN (WERA048A, WERA048B, WERA048C,
WERA048D);
If INCWEB = .B THEN DO;
    COHESION1 = .B;
    COHESION = .B;
End;

/*WERA048BR standard collapse of variables
WERA048ABR Brief: Your National Guard/Reserve unit? Members in your unit
really care about each other.
*/
ARRAY Q48 WERA048A WERA048B WERA048C WERA048D;
ARRAY Q48BR WERA048ABR WERA048BBR WERA048CBR WERA048DBR;
Do over Q48;
    Q48BR = Q48;
    If Q48 in (1 2) then Q48BR = 1;
    If Q48 = 3 then Q48BR = 2;
    If Q48 in (4 5) then Q48BR = 3;
End;

/* WERA049R: Flip values of B and C and Subtract 1 from value to make
GENHEALTH
*/
ARRAY Q49_2 WERA049B WERA049C;
ARRAY Q49Sub_2 WERA049BR WERA049CR;
Do over
    Q49_2;
    Q49_2Sub = Q49_2;
    If Q49_2 = 1 then Q49Sub_2 = 4;
    If Q49_2 = 2 then Q49Sub_2 = 3;
    If Q49_2 = 3 then Q49Sub_2 = 2;
    If Q49_2 = 4 then Q49Sub_2 = 1;
    If INCWEB = .B then Q49Sub_2 = .B;
End;

```

```

/* GENHEAL mean of Q49A-D (WERA049A - WERA049D)
GENHEAL Tab: General Health scale: Designed to provide a self-assessment of
overall physical well-being
GENHEAL1 Con: Counts the number of valid values in Q49a-d
*/
GENHEAL1 = (WERA049A in (1 2 3 4)) +
            (WERA049BR in (1 2 3 4)) +
            (WERA049CR in (1 2 3 4)) +
            (WERA049D in (1 2 3 4)) ;
If (GENHEAL1/4) GT .5 then GENHEAL = MEAN (WERA049A, WERA049BR, WERA049CR,
WERA049D);
If INCWEB = .B THEN DO;
    GENHEAL1 = .B;
    GENHEAL = .B;
End;

/*WERA050R recode variables so pos. perception is first for construction of
Physical Health scale:
*/
ARRAY Q50 WERA050A WERA050B WERA050C WERA050D;
ARRAY Q50R WERA050AR WERA050BR WERA050CR WERA050DR;
Do over Q50;
    Q50R = Q50;
    If Q50 = 4 then Q50R = 1;
    Else if Q50 = 3 then Q50R = 2;
    Else if Q50 = 2 THEN Q50R = 3;
    ELSE IF Q50 = 1 THEN Q50R = 4;
End;

/*PHYSHEAL mean of Q50A - Q50D (WERA050A - WERA050D)
PHYSHEAL Tab: Physical Health scale: Designed to provide a self-assessment of
general physical health
PHYSHEAL1 Con: Count the number of valid answers in Q50a-d
*/

PHYSHEAL1 = (WERA050AR in (1 2 3 4)) +
            (WERA050BR in (1 2 3 4)) +
            (WERA050CR IN (1 2 3 4)) +
            (WERA050DR in (1 2 3 4)) ;
If (PHYSHEAL1/4) GT .5 then PHYSHEAL = MEAN (WERA050AR, WERA050BR, WERA050CR,
WERA050DR);
If INCWEB = .B
THEN DO;
    PHYSHEAL1 = .B;
    PHYSHEAL = .B;
End;

```



```

/*WERA051BR standard collapse of variables
*/
ARRAY Q51      WERA051A      WERA051B;
ARRAY Q51BR WERA051ABR WERA051BBR;
Do over Q51;
    Q51BR = Q51;
    If Q51 in (1 2) then Q51BR = 1;
    If Q51 = 3 then Q51BR = 2;
    If Q51 in (4 5) then Q51BR = 3;
End;

/* WERA052R: Flip values of D E G H and Subtract 1 from value to make STRESS
*/
ARRAY Q52_1      WERA052A WERA052B WERA052C WERA052F WERA052I WERA052J ;
ARRAY Q52SUB_1    WERA052AR WERA052BR WERA052CR WERA052FR WERA052IR WERA052JR;
Do over
Q52_1;
    Q52SUB_1 = Q52_1;
    Q52Sub_1 = Q52_1 - 1;
    If INCWEB = .B then Q52Sub_1 = .B;
End;

ARRAY Q52_2      WERA052D WERA052E WERA052G WERA052H ;
ARRAY Q52Sub_2    WERA052DR WERA052ER WERA052GR WERA052HR;
Do over Q52_2;
    Q52_2Sub = Q52_2;

If Q52_2 = 1 then Q52Sub_2 = 4;
    Else if Q52_2 = 2 then Q52Sub_2 = 3;
    Else if Q52_2 = 3 then Q52Sub_2 = 2;
    Else if Q52_2 = 4 then Q52Sub_2 = 1;
    Else if Q52_2 = 5 then Q52Sub_2 = 0;
    Else if INCWEB = .B then Q52Sub_2 = .B;
End;

/* STRESS mean of Q52A-J (WERA052A - WERA052J)
*/
STRESS = (WERA052AR) +
          (WERA052BR) +
          (WERA052CR) +
          (WERA052DR) +
          (WERA052ER) +
          (WERA052FR) +
          (WERA052GR) +
          (WERA052HR) +
          (WERA052IR) +
          (WERA052JR);
If INCWEB = .B then STRESS = .B;

```

```

/*WERA052BR standard collapse of variables
*/
ARRAY Q52      WERA052A      WERA052B      WERA052C      WERA052D      WERA052E      WERA052F
WERA052G      WERA052H      WERA052I      WERA052J;
ARRAY
Q52BR WERA052ABR WERA052BBR WERA052CBR WERA052DBR WERA052EBR WERA052FBR
WERA052GBR WERA052HBR WERA052IBR WERA052JBR;
Do over Q52;
    Q52BR = Q52;
    If Q52 = 1 then Q52BR = 1;
    If Q52 in (2 3) then Q52BR = 2;
    If Q52 in (4 5) then Q52BR = 3;
End;

```

```

/*WERA054R recode both yess to yes
*/
ARRAY Q54      WERA054A      WERA054B      WERA054C      WERA054D      WERA054E
                WERA054F      WERA054G      WERA054H      WERA054I      WERA054J
                WERA054K      WERA054L      WERA054M      WERA054N      WERA054O
                WERA054P      WERA054Q      WERA054R;
ARRAY Q54R WERA054AR WERA054BR WERA054CR WERA054DR WERA054ER
                WERA054FR WERA054GR WERA054HR WERA054IR WERA054JR
                WERA054KR WERA054LR WERA054MR WERA054NR WERA054OR
                WERA054PR WERA054QR WERA054RR;
Do over Q54;
    Q54R = Q54;
    If Q54 in (1 2) THEN Q54R = 2;
    Else IF Q54 = 3 then Q54R = 1;
End;

```

```

/*WERA055R combine yess and nos
Tab bar: Based on Q53-54, would you say that the experiences you reported
happening are racial/ethnic harassment or discrimination?
*/
WERA055R = WERA055;
If WERA055 in (1 2 3) then WERA055R = 2;
Else if WERA055 = 4 then WERA055R = 1;

```

```

/* WERA053R: Make 0/1 indicator variables to aid in counting
*/
Array Q53      WERA053A      WERA053B      WERA053C      WERA053D      WERA053E      WERA053F
                WERA053G      WERA053H      WERA053I      WERA053J      WERA053K      WERA053L
                WERA053M      WERA053N      WERA053O;
Array Q53R WERA053AR WERA053BR WERA053CR WERA053DR WERA053ER WERA053FR
                WERA053GR WERA053HR WERA053IR WERA053JR WERA053KR WERA053LR
                WERA053MR WERA053NR WERA053OR;

Do over Q53;
    Q53R = Q53;
    If Q53 = 1 then Q53R = 0;
    Else if Q53 GT 1 then Q53R = 1;
End;

```

```

/* Q54 0/1 version
*/
ARRAY Q54R2 WERA054AR2 WERA054BR2 WERA054CR2 WERA054DR2 WERA054ER2 WERA054FR2
           WERA054GR2 WERA054HR2 WERA054IR2 WERA054JR2 WERA054KR2 WERA054LR2
           WERA054MR2 WERA054NR2 WERA054OR2 WERA054PR2 WERA054QR2
           WERA054RR2;
Do over Q54;
  Q54R2 = Q54;
  If Q54 in (1 2) THEN Q54R2 = 1;
  Else IF Q54 = 3 then Q54R2 = 0;
End;

/*INC_MS: Member experiences of Harassment/Discrimination in the DoD
Community: Q53A-O and Q54A-R and Q55
*/
Array INC_MSArray WERA053AR WERA053BR WERA053CR WERA053DR WERA053ER WERA053FR
                 WERA053GR WERA053HR WERA053IR WERA053JR WERA053KR WERA053LR
                 WERA053MR WERA053NR WERA053OR
                 WERA054AR2 WERA054BR2 WERA054CR2 WERA054DR2 WERA054ER2
                 WERA054FR2 WERA054GR2 WERA054HR2 WERA054IR2 WERA054JR2
                 WERA054KR2 WERA054LR2 WERA054MR2 WERA054NR2 WERA054OR2
                 WERA054PR2 WERA054QR2 WERA054RR2;

INC_MS=0;
Do over INC_MSArray;
  If INC_MSArray = 1 then INC_MS = INC_MS + 1;
end;

If INC_MS GT 0 then INC_MS=2;
If INC_MS = 2 and WERA055 in (1 2 3) then INC_MS=2;
Else INC_MS = 1;
If INCWEB = .B then INC_MS=.B;

/*INC_MIL: Member experiences of Harassment/Discrimination in the DoD
Community: Q53A-O and Q54A-R
INCLUDE Q53O and Q54R (other experiences)
*/
Array INC_MilArray WERA053AR WERA053BR WERA053CR WERA053DR WERA053ER
                  WERA053FR WERA053GR WERA053HR WERA053IR WERA053JR
                  WERA053KR WERA053LR WERA053MR WERA053NR WERA053OR
                  WERA054AR2 WERA054BR2 WERA054CR2 WERA054DR2
                  WERA054ER2 WERA054FR2 WERA054GR2 WERA054HR2
                  WERA054IR2 WERA054JR2 WERA054KR2 WERA054LR2
                  WERA054MR2 WERA054NR2 WERA054OR2 WERA054PR2
                  WERA054QR2 WERA054RR2;

INC_MIL=0;
Do over INC_MilArray;
  If INC_MilArray = 1 then INC_MIL = INC_MIL + 1;
end;

If INC_MIL GT 0 then INC_MIL=2;
Else INC_MIL = 1;
If INCWEB = .B then INC_MIL=.B;

```

```

/*DODOFF: Offensive encounters that were harassment/discrimination in the DoD
Community: Q53 A-J and Q55
*/
Array DODOFF_Array WERA053AR WERA053BR WERA053CR WERA053DR WERA053ER
WERA053FR WERA053GR
                WERA053HR WERA053IR WERA053JR;
DODOFF=0;
Do over DODOFF_Array;
    If DODOFF_Array = 1 then DODOFF = DODOFF + 1;
end;

If DODOFF GT 0 then DODOFF=2;
If DODOFF = 2 and WERA055 in (1 2 3) then DODOFF=2;
Else DODOFF = 1;
If INCWEB = .B then DODOFF=.B;

/*DODTHRT: Harm or threat of harm from military personnel, DoD/DHS civilian
employees and or/contractors: Q53K-Q53N and Q55
Exclude Q53A-J and Q53O
*/
Array DODTHRT_Array WERA053KR WERA053LR WERA053MR WERA053NR;
DODTHRT=0;
Do over DODTHRT_Array;
    If DODTHRT_Array = 1 then DODTHRT = DODTHRT + 1;
end;

If DODTHRT GT 0 then DODTHRT=2;
If DODTHRT = 2 and WERA055 in (1 2 3) then DODTHRT=2;
Else DODTHRT = 1;
If INCWEB = .B then DODTHRT=.B;

/*ASSIGN: Assignment/Career discrimination: Q54E, Q54J-Q54N, Q54Q, and Q55
Exclude Q54A-Q54D, Q54F-Q54I, Q54O-Q54P, AND Q54R
*/
Array ASSIGN_Array WERA054ER2 WERA054JR2 WERA054KR2 WERA054LR2 WERA054MR2
WERA054NR2 WERA054QR2;
ASSIGN = 0;
Do over ASSIGN_Array;
    If ASSIGN_Array = 1 then ASSIGN = ASSIGN + 1;
End;

IF ASSIGN GT 0 THEN ASSIGN = 2;
IF ASSIGN = 2 AND WERA055 IN (1 2 3) THEN ASSIGN = 2;
ELSE ASSIGN = 1;
IF INCWEB = .B THEN ASSIGN = .B;

```

```

/*EVAL: Evaluation discrimination due to race/ethnicity: Q54A-Q54D and Q55
Exclude Q54E - Q54R
*/
Array EVAL_Array WERA054AR2 WERA054BR2 WERA054CR2 WERA054DR2;
EVAL = 0;
Do over EVAL_Array;
    If EVAL_Array = 1 then EVAL = EVAL + 1;
End;

IF EVAL GT 0 THEN EVAL = 2;
IF EVAL = 2 AND WERA055 IN (1 2 3) THEN EVAL = 2;
ELSE EVAL = 1;
IF INCWEB = .B THEN EVAL = .B;

```

```

/*TESTSCR: Training/test score dicrimination that reflects racial/ethnic
harassment/discrimination: Q54F-Q54I AND Q55
Exclude Q54A-E AND Q54J-Q54R
*/
Array TESTSCR_Array WERA054FR2 WERA054GR2 WERA054HR2
WERA054IR2;
TESTSCR = 0;
Do over TESTSCR_Array;
    If TESTSCR_Array = 1 then TESTSCR = TESTSCR + 1;
End;

IF TESTSCR GT 0 THEN TESTSCR = 2;
IF TESTSCR = 2 AND WERA055 IN (1 2 3) THEN TESTSCR = 2;
ELSE TESTSCR = 1;
IF INCWEB = .B THEN TESTSCR = .B;

```

```

/*PUNISH: Undue punishment due to racial/ethnic harassment/discrimination:
Q54O-Q54P AND Q55
Exlcude Q54A-Q54N AND Q54R
*/
Array PUNISH_Array WERA054OR2 WERA054PR2;
PUNISH = 0;
Do over PUNISH_Array;
    If PUNISH_Array = 1 then PUNISH = PUNISH + 1;
End;

IF PUNISH GT 0 THEN PUNISH = 2;
IF PUNISH = 2 AND WERA055 IN (1 2 3) THEN PUNISH = 2;
ELSE PUNISH = 1;
IF INCWEB = .B THEN PUNISH = .B;

```

```

/*WERA056R combine all yess and nos
Tab: Do you think that DoD/DHS and your National Guard/Reserve component have
a responsibility to prevent the racial/ethnic harassment or discrimination
which you marked as happening to you?
*/
WERA056R = WERA056;
If WERA056 IN (1 2) THEN WERA056R = 2;
ELSE IF WERA056 = 3 THEN WERA056R = 1;

```

```

/*WERA057R equalize percent responding
*/
ARRAY Q57 WERA057A WERA057B WERA057C WERA057D WERA057E WERA057F
          WERA057G;
ARRAY Q57R WERA057AR WERA057BR WERA057CR WERA057DR WERA057ER WERA057FR
          WERA057GR;
Do over Q57;
  Q57R = Q57;
  If N(of WERA057A WERA057B WERA057C WERA057D WERA057E WERA057F WERA057G) > 0
then do;
  If Q57 in (. .A) then Q57R = 1;
  End;
End;

/*WERA058BR nonstandard standard collapse of variables
*/
ARRAY Q58 WERA058A WERA058B WERA058C WERA058D WERA058E;
ARRAY Q58BR WERA058ABR WERA058BBR WERA058CBR WERA058DBR
WERA058EBR;
Do over Q58;
  Q58BR = Q58;
  If Q58 in (2 3) then Q58BR = 2;
  Else if Q58 in (4 5) then Q58BR = 3;
End;

/*WERA060R: 3 level briefing version
Brief: How long did this situation last or, if continuing, how long has it
been going on?
*/
WERA060R = WERA060;
If WERA060 = 1 then WERA060R = 1;
Else if WERA060 in (2 3 4) then WERA060R = 2;
Else if WERA060 = 5 then WERA060R = 3;

/*WERA062R equalize percent responding and if Q61 = No on mil institution (3)
then No.
*/
ARRAY Q62 WERA062A WERA062B WERA062C WERA062D;
ARRAY Q62R WERA062AR WERA062BR WERA062CR WERA062DR;
Do over Q62;
  Q62R = Q62;
  If WERA061 = 3 then Q62R = 1;
  If N(of WERA062A WERA062B WERA062C WERA062D) > 0 then do;
    If Q62 in (. .A) then Q62R = 1;
  End;
End;

```

```

/*WERA063R remove "Does not apply" from denominator for the tab bar chart
*/
Array Q63 WERA063A WERA063B WERA063C WERA063D ;
Array Q63R WERA063AR WERA063BR WERA063CR WERA063DR;
Do over Q63;
  Q63R=Q63;
  If Q63 = 1 then Q63R = 2;
  Else if Q63 = 2 then Q63R = 1;
  Else if Q63 = 3 then Q63R = .;
End;

/*CIVLOC combine yess from Q63B and Q63C (WERA063B AND WERA063C)
D = Any valid answer in Q63A-D
Tab: Did any of the behaviors in the situation occur at your civilian job or
at your civilian school?
*/
IF WERA063B = 1 OR
WERA063C = 1 THEN CIVLOC = 2;
Else if WERA063A in (1 2 3) or WERA063B in (2 3) or WERA063C in (2 3) or
WERA063D in (1 2 3) then CIVLOC = 1;
Else if WERA063A = .D THEN CIVLOC = .D;
Else if INCWEB = .B then CIVLOC = .B;

/*OFFGEN gender of offender from Q64 (WERA064)
Tab: What was the gender of the offender?
*/
OFFGEN = WERA064;
IF WERA064 IN (1 3) THEN OFFGEN = 1;
Else if WERA064 IN (2 4) then OFFGEN = 2;
ELSE IF WERA064 = 5 THEN OFFGEN = 3;
ELSE IF WERA064 = 6 THEN OFFGEN = .;

/*OFFMUL multiple offenders from Q64 (WERA064)
Tab: Did the situation involve multiple offenders?
*/
OFFMUL = WERA064;
IF WERA064 IN (3 4 5) THEN OFFMUL = 2;
Else if WERA064 IN (1 2) THEN OFFMUL = 1;
ELSE IF WERA064 = 6 then OFFMUL = .;

```

```

/*MILCIV combine all military, civilian, and both civilian and military
responses from Q66 (WERA066)
Tab: What was the organizational affiliation of the person(s) involved?
NOTE: Modeled from WGRA code, not WEOA code: WEOA required a valid answer (1
2
3) in each group (Mil/Civ) to be included in the denominator.
D = At least one yes in Mil group OR At least one yes in the Civ group.
*/
If (WERA066A = 1 OR WERA066B = 1
OR WERA066C = 1 OR WERA066D = 1 OR WERA066E = 1) AND (WERA066F = 1 OR
WERA066G = 1) THEN MILCIV = 2;
Else if (WERA066A = 1 OR WERA066B = 1 OR WERA066C = 1 OR WERA066D = 1 OR
WERA066E = 1) AND WERA066F in (. .A 2 3) AND WERA066G in (. .A 2 3) THEN
MILCIV = 1;
Else if (WERA066F = 1 OR WERA066G = 1) AND WERA066A in (. .A 2 3) and
WERA066B in (. .A 2 3) and WERA066C in (. .A 2 3) and WERA066D in (. .A 2 3)
and WERA066E in (. .A 2 3) THEN MILCIV = 3;
If INCWEB = .B then MILCIV = .B;
If Q5354EXP = 1 then MILCIV = .D;

/*WERA067R equalize percent responding
*/
ARRAY Q67 WERA067A WERA067B WERA067C WERA067D WERA067E WERA067F
WERA067G WERA067H WERA067I;
ARRAY Q67R WERA067AR WERA067BR WERA067CR WERA067DR WERA067ER WERA067FR
WERA067GR WERA067HR WERA067IR;
Do over Q67;
Q67R = Q67;
If N(of WERA067A WERA067B WERA067C WERA067D WERA067E WERA067F
WERA067G WERA067H WERA067I) > 0 then do;
If Q67 in (. .A) then Q67R = 1;
End;
End;

/*WERA068R equalize percent responding
*/
ARRAY Q68 WERA068A WERA068B WERA068C WERA068D WERA068E;
ARRAY Q68R WERA068AR WERA068BR WERA068CR WERA068DR WERA068ER;
Do over Q68;
Q68R = Q68;
If N(of WERA068A WERA068B WERA068C WERA068D WERA068E) > 0 then do;
If Q68 in (. .A) then Q68R = 1;
End;
End;

```



```

/*REPORT combine all yess and nos from Q68 (WERA068)
Tab: Did you report this situation to any of the following National
Guard/Reserve/DoD/DHS individuals or organizations?
D = Of those with at least one valid answer in Q68A-E
*/
IF WERA068A = 2 OR WERA068B = 2 OR WERA068C = 2 OR WERA068D = 2 OR WERA068E =
2 then REPORT = 2;
Else IF WERA068A = . AND WERA068B = . AND WERA068C = . AND WERA068D = . AND
WERA068E = . then REPORT = .;
Else IF WERA068A in (. .A 1) AND WERA068B in (. .A 1) AND WERA068C in (. .A
1) AND WERA068D in (. .A 1) AND WERA068E in (. .A 1) then REPORT = 1;
IF INCWEB = .B THEN REPORT = .B;
If Q5354EXP = 1 then REPORT = .D;

/*WERA070BR standard collapse of variables
*/
ARRAY Q70      WERA070A      WERA070B      WERA070C      WERA070D      WERA070E      WERA070F
WERA070G;
ARRAY Q70BR WERA070ABR WERA070BBR
WERA070CBR WERA070DBR WERA070EBR WERA070FBR WERA070GBR;
Do over Q70;
    Q70BR = Q70;
    If Q70 in (1 2) then Q70BR = 1;
    Else if Q70 = 3 then Q70BR = 2;
    Else if Q70 in (4 5) then Q70BR = 3;
End;

/*WERA071R set does not apply to missing
Tab: Was your complaint found to be true?
*/
WERA071R = WERA071;
If WERA071 = 4 then WERA071R = .;

/*WERA071R2 set does not apply to yes
Tab: Is the action still being processed?
*/
WERA071R2 = WERA071;
If WERA071 = 4 then WERA071R2 = 2;
Else if WERA071 in (1 2 3) THEN WERA071R2 = 1;

/*WERA072BR standard collapse of variables
Tab: How satisfied were you with the outcome of your complaint?
*/
WERA072BR = WERA072;
If WERA072 in (1 2) then WERA072BR = 1;
Else if WERA072 = 3 then WERA072BR = 2;
Else if WERA072 in (4 5) then WERA072BR = 3;

```

```

/*RETAL combine types of relation from Q73 (WERA073A AND WERA073B)
Tab: What types of retaliation did you experience as a result of reporting
the situation?
*/
RETAL = WERA073A;
If WERA073A = 1 AND WERA073B = 1 THEN RETAL = 2;
Else if WERA073A = 1 then RETAL = 1;
Else if WERA073B = 1 then RETAL = 3;
Else if WERA073A in (. 2 3) and WERA073B in
(2 3) then RETAL = 4;
Else if WERA073A in (2 3) and WERA073B in (. 2 3) THEN RETAL = 4;

/*WERA074R equalize percent responding
*/
ARRAY Q74 WERA074A WERA074B WERA074C WERA074D WERA074E WERA074F
WERA074G WERA074H WERA074I WERA074J WERA074K WERA074L
WERA074M;
ARRAY Q74R WERA074AR WERA074BR WERA074CR WERA074DR WERA074ER WERA074FR
WERA074GR WERA074HR WERA074IR WERA074JR WERA074KR WERA074LR
WERA074MR;
Do over Q74;
Q74R = Q74;
If N(of WERA074A WERA074B WERA074C WERA074D WERA074E WERA074F WERA074G
WERA074H WERA074I WERA074J WERA074K WERA074L WERA074M) > 0 then do;
If Q74 in (. .A) then Q74R = 1;
End;
End;

/* WERA075R: Make 0/1 indicator variables to aid in counting
*/
Array Q75 WERA075A WERA075B WERA075C WERA075D WERA075E WERA075F
WERA075G WERA075H WERA075I WERA075J WERA075K WERA075L
WERA075M WERA075N WERA075O;
Array Q75R WERA075AR WERA075BR WERA075CR WERA075DR WERA075ER WERA075FR
WERA075GR WERA075HR WERA075IR WERA075JR WERA075KR WERA075LR
WERA075MR WERA075NR WERA075OR;

Do over Q75;
Q75R = Q75;
If Q75 = 1 then Q75R = 0;
Else if Q75 > 1 then Q75R = 1;
End;

```

```

/*INCIDENT: Experience of any type of bothersome race/ethnic related-
behaviors or situations: Q53A-Q53O, Q54A-Q54R, AND Q75A-Q75O
*/
Array INCIDENT_Array WERA053AR WERA053BR WERA053CR WERA053DR WERA053ER
                     WERA053FR WERA053GR WERA053HR WERA053IR WERA053JR
                     WERA053KR WERA053LR WERA053MR WERA053NR WERA053OR
                     WERA054AR2 WERA054BR2 WERA054CR2 WERA054DR2 WERA054ER2
                     WERA054FR2 WERA054GR2 WERA054HR2 WERA054IR2 WERA054JR2
                     WERA054KR2 WERA054LR2 WERA054MR2 WERA054NR2 WERA054OR2
                     WERA054PR2 WERA054QR2 WERA054RR2 WERA075AR WERA075BR
                     WERA075CR WERA075DR WERA075ER WERA075FR WERA075GR
                     WERA075HR WERA075IR WERA075JR WERA075KR WERA075LR
                     WERA075MR WERA075NR WERA075OR;

INCIDENT=0;
Do over INCIDENT_Array;
  If INCIDENT_Array = 1 then INCIDENT = INCIDENT + 1;
end;

If INCIDENT GT 0 then INCIDENT=2;
Else INCIDENT = 1;
If INCWEB = .B then INCIDENT =.B;

/*WERA076R combine yess and nos
Tab bar: Based on Q75, would you say that the experiences you reported
happening are racial/ethnic harassment or discrimination?
*/
WERA076R = WERA076;
If WERA076 in (1 2 3) then WERA076R = 2;
Else if WERA076 = 4 then WERA076R = 1;

/*INC_COM: Experience of harassment/discrimination in the civilian community:
Q75a - Q75O
*/
Array INC_COM_Array WERA075AR WERA075BR WERA075CR WERA075DR WERA075ER
                   WERA075FR WERA075GR WERA075HR WERA075IR WERA075JR
                   WERA075KR WERA075LR WERA075MR WERA075NR WERA075OR;

INC_COM = 0;
DO OVER INC_COM_ARRAY;
  If INC_COM_ARRAY = 1 then INC_COM = INC_COM + 1;
End;

If INC_COM GT 0 THEN INC_COM = 2;
Else INC_COM = 1;
If INCWEB = .B then INC_COM = .B;

```

```

/*INC_CS: Experience of harassment/discrimination in the civilian community:
Q75a - Q75O and Q76 (label)
*/
Array INC_CS_Array  WERA075AR WERA075BR WERA075CR WERA075DR WERA075ER
                    WERA075FR WERA075GR WERA075HR WERA075IR WERA075JR
                    WERA075KR WERA075LR WERA075MR WERA075NR WERA075OR;

INC_CS = 0;
DO OVER INC_CS_ARRAY;
    If INC_CS_ARRAY = 1 then INC_CS = INC_CS + 1;
End;

If INC_CS GT 0 THEN INC_CS = 2;
If INC_CS = 2 AND WERA076 in (1 2 3) then INC_CS = 2;
Else INC_CS = 1;
If INCWEB = .B then INC_CS = .B;

/*COMOFF:  Offensive encounters with civilians: Q75A-Q75J AND Q76
*/
Array COMOFF_Array  WERA075AR WERA075BR WERA075CR WERA075DR WERA075ER
                    WERA075FR WERA075GR WERA075HR WERA075IR WERA075JR;

COMOFF = 0;
DO OVER COMOFF_ARRAY;
    If COMOFF_ARRAY = 1 then COMOFF = COMOFF + 1;
End;

If COMOFF GT 0 THEN COMOFF = 2;
If COMOFF = 2 AND WERA076 in (1 2 3) then COMOFF = 2;
Else COMOFF = 1;
If INCWEB = .B then COMOFF = .B;

/*COMTHRT: Harm of threat of harm from civilians around an installation:
Q75K-Q75N and Q76
Count75 Con: Counts the "experiences" in Q75
*/
Array COMTHRT_Array  WERA075KR WERA075LR WERA075MR WERA075NR;
COMTHRT = 0;
DO OVER COMTHRT_ARRAY;
    If COMTHRT_ARRAY = 1 then COMTHRT = COMTHRT + 1;
End;

If COMTHRT GT 0 THEN COMTHRT = 2;
If COMTHRT = 2 AND WERA076 in (1 2 3) then COMTHRT = 2;
Else COMTHRT = 1;
If INCWEB = .B then COMTHRT = .B;

```

```

/*SUMMARY: Summary Measure of Race/Ethnic Harassment and Discrimination
Experiences: Q53A-Q53N, Q54A-Q54Q, Q75A-Q75N, Q55, AND Q76
USE INC_MS FOR Q53A-N, Q54A-Q, AND Q55; USE INC_CS FOR Q75A-N AND Q76
*/
SUMMARY = INC_MS;
If INC_MS = 2 and INC_CS NE 2 then SUMMARY = 1;
Else if INC_MS NE 2 and INC_CS = 2 then SUMMARY = 2;
Else if INC_MS = 2 and INC_CS = 2 then SUMMARY = 3;
Else if INC_MS NE 2 AND INC_CS NE 2 THEN SUMMARY = 4;
If INCWEB = .B THEN SUMMARY = .B;

/*WERA077R combine yes for bar chart
Tab bar: Do you think DoD/DHS and your National Guard/Reserve component have
a responsibility to prevent the racial/ethnic harassment or discrimination by
civilians which YOU MARKED AS HAPPENING TO YOU?
*/
WERA077R = WERA077;
If WERA077 in (1 2) then WERA077R = 2;
Else if WERA077 = 3 then WERA077R = 1;

/*WERA080BR standard collapse of variables
*/
ARRAY Q80      WERA080A      WERA080B      WERA080C      WERA080D      WERA080E;
ARRAY Q80BR    WERA080ABR    WERA080BBR    WERA080CBR    WERA080DBR    WERA080EBR;
Do
over Q80;
  Q80BR = Q80;
  If Q80 in (4 5) then Q80BR = 3;
  Else if Q80 = 3 then Q80BR = 2;
  Else if Q80 in (1 2) then Q80BR = 1;
End;

/*WERA081BR nonstandard standard collapse of variables
*/
ARRAY Q81      WERA081A      WERA081B      WERA081C      WERA081D      WERA081E;
ARRAY Q81BR    WERA081ABR    WERA081BBR    WERA081CBR    WERA081DBR
WERA081EBR;
Do over Q81;
  Q81BR = Q81;
  If Q81 in (4 5) then Q81BR = 3;
  Else If Q81 in (2 3) then Q81BR = 2;
  Else if Q81 = 1 then Q81BR = 1;
End;

```

```

/*WERA082R equalizing percent responding for tab presentation
*/
ARRAY Q82  WERA082A  WERA082B ;
ARRAY Q82R WERA082AR WERA082BR;
Do over Q82;
  Q82R = Q82;
  If N(of WERA082A WERA082B) > 0 then do;
    If Q82 in (. .A) then Q82R = 1;
  End;
End;

/*WERA083BR nonstandard standard collapse of variables
*/
ARRAY Q83  WERA083A  WERA083B  WERA083C;
ARRAY Q83BR WERA083ABR WERA083BBR WERA083CBR;
Do over Q83;
  Q83BR = Q83;
  If Q83 in (4 5) then Q83BR = 3;
  Else If Q83 in (2 3) then Q83BR = 2;
  Else if Q83 = 1 then Q83BR = 1;
End;

/*WERA083BR2: Collapsed to Experienced/Not Experienced
*/
ARRAY Q83BR2 WERA083ABR2 WERA083BBR2 WERA083CBR2;
Do over Q83;
  Q83BR2 = Q83;
  If Q83 = 1 then Q83BR2 = 1;
  else if Q83 in (2 3 4 5) then Q83BR2 = 2;
End;

/*WERA084BR nonstandard standard collapse of variables
*/
ARRAY Q84  WERA084A  WERA084B  WERA084C;
ARRAY Q84BR WERA084ABR WERA084BBR WERA084CBR;
Do over Q84;
  Q84BR = Q84;
  If Q84 in (4 5) then Q84BR = 3;
  Else If Q84 in (2 3) then Q84BR = 2;
  Else if Q84 = 1 then Q84BR = 1;
End;

/*WERA084BR2: Collapsed to Experienced/Not Experienced
*/
ARRAY Q84BR2 WERA084ABR2 WERA084BBR2 WERA084CBR2;
Do over Q84;
  Q84BR2 = Q84;
  If Q84 = 1 then Q84BR2 = 1;
  else if Q84 in (2 3 4 5) then Q84BR2 = 2;
End;

```

```

/*WERA085BR nonstandard standard collapse of variables
*/
ARRAY Q85 WERA085A WERA085B WERA085C;
ARRAY Q85BR WERA085ABR WERA085BBR WERA085CBR;
Do over Q85;
  Q85BR = Q85;
  If Q85 in (4 5) then Q85BR = 3;
  Else If Q85 in (2 3) then Q85BR = 2;
  Else if Q85 = 1 then Q85BR = 1;
End;

/*WERA086R combine both yes categories into one and recode remaining
variables
*/
ARRAY Q86 WERA086A WERA086B WERA086C;
ARRAY Q86R
WERA086AR WERA086BR WERA086CR;
Do over Q86;
  Q86R = Q86;
  If Q86 in (1 2) then Q86R = 1;
  Else if Q86 = 3 then Q86R = 2;
  Else if Q86 = 4 then Q86R = 3;
End;

/*WERA087R equalizing percent responding
*/
ARRAY Q87 WERA087A WERA087B ;
ARRAY Q87R WERA087AR WERA087BR;
Do over Q87;
  Q87R = Q87;
  If N(of WERA087A WERA087B) > 0 then do;
    If Q87 in (. .A) then Q87R = 1;
  End;
End;

/*WERA087R Combine yes in A and B
Tab bar: During the past 12 months has someone asked you-To join an extremist
organization?
*/
If WERA087AR = 2 or WERA087BR = 2 then WERA087R = 2; Else if WERA087AR = 1
and WERA087BR = 1 then WERA087R = 1; If INCWEB = .B then WERA087R = .B;

/*WERA088R equalizing percent responding
*/
ARRAY Q88 WERA088A WERA088B WERA088C WERA088D;
ARRAY Q88R WERA088AR WERA088BR WERA088CR WERA088DR;
Do over Q88;
  Q88R = Q88;
  If N(of WERA088A WERA088B WERA088C WERA088D) > 0 then do;
    If Q88 in (. .A) then Q88R = 1;
  End;
End;

```

```

/*WERA088R summing across Q89A-D; if any "Yes" then "Yes" if any valid answer
then in denominator
Tab bar: Do you agree with the ideals of any of these racial/ethnic
organizations?
*/
If WERA088A = 2 OR WERA088B = 2 OR WERA088C = 2 OR WERA088D = 2 then WERA088R
= 2;
Else if WERA088A = . AND WERA088B = . AND WERA088C = . AND WERA088D = . then
WERA088R = .;
Else if WERA088A in (. 1 .A) AND WERA088B in (. 1 .A) AND WERA088C in (. 1
.A) AND WERA088D in (. 1 .A) then WERA088R = 1;
If INCWEB = .B then WERA088R = .B;

```

```

/*WERA089R equalizing percent responding
*/
ARRAY Q89 WERA089A WERA089B WERA089C WERA089D;
ARRAY Q89R WERA089AR WERA089BR WERA089CR WERA089DR;
Do over Q89;
Q89R = Q89;
If N(of WERA089A WERA089B WERA089C WERA089D) > 0 then do;
If Q89 in (. .A) then Q89R = 1;
End;
End;

```

```

/*WERA089R summing across Q89A-D; if any "Yes" then "Yes" if any valid answer
then in denominator
Tab bar: Do you agree with the ideals of any of these racial/ethnic
organizations?
*/
If WERA089A = 2 OR WERA089B = 2 OR WERA089C = 2 OR WERA089D = 2 then WERA089R
= 2;
Else if WERA089A = . AND WERA089B = . AND WERA089C = . AND WERA089D = . then
WERA089R = .;
Else if WERA089A in (. 1 .A) AND WERA089B in (. 1 .A) AND WERA089C in (. 1
.A) AND WERA089D in (. 1 .A) then WERA089R = 1;
If INCWEB = .B then WERA089R = .B;

```

```

/*WERA091R times trained from raw data to categories
Tab: In the past 12 months how many times have you had training from military
sources on topics related to racial/ethnic harrassment and discrimination?
*/
WERA091R = WERA091;
If WERA090 = 1 then WERA091R = 1;
ELSE IF WERA091 = 1 THEN WERA091R = 2;
ELSE IF WERA091 = 2 THEN WERA091R = 3;
ELSE IF WERA091 = 3 THEN WERA091R = 4;
ELSE IF WERA091 = 4 THEN WERA091R = 5;
ELSE IF WERA091 => 5 then WERA091R = 6;

```



```

/*WERA092BR standard collapse of variables
*/
ARRAY Q92      WERA092A      WERA092B      WERA092C      WERA092D      WERA092E      WERA092F
WERA092G      WERA092H      WERA092I      WERA092J;
ARRAY Q92BR     WERA092ABR     WERA092BBR     WERA092CBR     WERA092DBR     WERA092EBR
WERA092FBR     WERA092GBR     WERA092HBR     WERA092IBR     WERA092JBR;
Do over Q92;
    Q92BR = Q92;
    If Q92 in (4 5) then Q92BR = 3;
    If Q92 = 3 then Q92BR = 2;
    If Q92 in (1 2) then Q92BR = 1;
End;

/*WERA094R set does not apply to missing
Tab: In your opinion, how often does racial/ethnic harrassment and
discrimination occur at military workplaces compared to civilian workplaces?
*/
WERA094R = WERA094;
If WERA094 = 60 then WERA094R = .;

/*WERA094R2 construct question from Q94
Tab: Have you had a civilian job?
*/
WERA094R2 = WERA094;
If WERA094 in (1 2 3 4 5) then WERA094R2 = 2;
Else if WERA094 = 60 then WERA094R2 = 1;

/*WERA094BR standard collapse of variables and set 60 to missing
Brief: In your opinion, how often does racial/ethnic harassmt and
discrimination occur at military workplaces compared to civilian workplaces?
*/
WERA094BR = WERA094;
If WERA094 in (1 2) then WERA094BR = 1;
Else If WERA094 = 3 then WERA094BR = 2;
Else If WERA094 in (4 5) then WERA094BR = 3;
Else if WERA094 = 60 then WERA094BR = .;

/*WERA095BR standard collapse of variables
*/
ARRAY Q95      WERA095A      WERA095B      WERA095C      WERA095D      WERA095E      WERA095F
WERA095G      WERA095H      WERA095I      WERA095J      WERA095K      WERA095L;
ARRAY Q95BR     WERA095ABR     WERA095BBR     WERA095CBR     WERA095DBR     WERA095EBR
WERA095FBR     WERA095GBR     WERA095HBR     WERA095IBR     WERA095JBR     WERA095KBR     WERA095LBR;
Do over Q95;
    Q95BR = Q95;
    If Q95 in (4 5) then Q95BR = 3;
    Else if Q95 = 3 then Q95BR = 2;
    Else if Q95 in (1 2) then Q95BR = 1;
End;

```

```

/*WERA097BR standard collapse of variables
*/
ARRAY Q97      WERA097A  WERA097B  WERA097C  WERA097D  WERA097E  WERA097F
WERA097G;
ARRAY Q97BR  WERA097ABR WERA097BBR WERA097CBR WERA097DBR WERA097EBR
WERA097FBR WERA097GBR;
Do over Q97;
    Q97BR = Q97;
    If Q97 in (4 5) then Q97BR = 3;
    Else If Q97 = 3 then Q97BR = 2;
    Else If Q97 in (1 2) then Q97BR = 1;
End;

/*WERA098BR standard collapse of variables
Brief: In your opinion, how often does racial/ethnic harassment and
discrimination occur in the military now, as compared with the last 5 years?
*/
WERA098BR = WERA098;
If WERA098 in (4 5) then WERA098BR = 3;
Else if WERA098 = 3 then WERA098BR = 2;
Else if WERA098 in (1 2) then WERA098BR = 1;

/*WERA100BR standard collapse of variables
*/
ARRAY Q100      WERA100A  WERA100B  WERA100C  WERA100D  WERA100E  WERA100F
WERA100G;
ARRAY Q100BR  WERA100ABR WERA100BBR WERA100CBR WERA100DBR WERA100EBR
WERA100FBR WERA100GBR;
Do over Q100;
    Q100BR = Q100;
    If Q100 in (4 5) then Q100BR = 3;
    Else if Q100 = 3 then Q100BR = 2;
    Else if Q100 in (1 2) then Q100BR = 1;
End;

/*DIV9REGS Census Bureau Divisions
created from address data; limited to residential
*/
IF CENSUSST IN (AK CA HI OR WA) THEN DIV9REGS =1;
ELSE IF CENSUSST IN (AZ CO ID NM MT UT NV WY) THEN DIV9REGS =2;
ELSE IF CENSUSST IN (IA KS MN MO NE ND SD) THEN DIV9REGS =3;
ELSE IF CENSUSST IN (IN IL MI OH WI) THEN DIV9REGS =4;
ELSE IF CENSUSST IN (NJ NY PA) THEN DIV9REGS =5;
ELSE IF CENSUSST IN (CT ME MA NH RI VT) THEN DIV9REGS =6;
ELSE IF CENSUSST IN (AR LA OK TX) THEN DIV9REGS =7;
ELSE IF CENSUSST IN (AL KY MS TN) THEN DIV9REGS =8;
ELSE IF CENSUSST IN (DE DC FL GA MD NC SC VA WV) THEN DIV9REGS =9;
ELSE IF CENSUSST IN (AA AE AP GU PR AS MP VI) THEN DIV9REGS =.;
ELSE IF CENSUSST = ZZ THEN DIV9REGS = .;
ELSE IF CENSUSST =  THEN DIV9REGS = .;
ELSE IF CENSUSST = NR THEN DIV9REGS = .N;
IF INCWEB = .B THEN DIV9REGS =.B;

```

```

/* WMNSREGS: Census Bureau Regions
   Census Bureau Regions - created from address data; limited to residential
*/
IF CENSUSST IN (AZ CO ID NM MT UT NV WY AK HI CA OR WA) then WMNSREGS =1;
ELSE IF CENSUSST IN (IN IL MI OH WI IA KS MN MO NE ND SD) THEN WMNSREGS =2;
ELSE IF CENSUSST IN (CT ME MA NH RI VT NJ NY PA) THEN WMNSREGS =3;
ELSE IF CENSUSST IN (DE DC FL GA MD NC SC VA WV AL KY MS TN AR LA OK TX) THEN
WMNSREGS =4;
ELSE IF CENSUSST IN (AA AE AP GU PR AS MP VI) THEN WMNSREGS =.;
ELSE IF CENSUSST = ZZ THEN WMNSREGS = .;
ELSE IF CENSUSST =   THEN WMNSREGS = .;
ELSE If CENSUSST = NR THEN WMNSREGS = .N;
IF INCWEB  = .B THEN WMNSREGS = .B;

```

# **Appendix K**

## **Examples of Analysis**



```

title1 ;
title2 '2007 Workplace and Equal Opportunity Survey of Reserve Component Members
-- Proc SurveyMeans and SurveyReg Examples';
title6 'THIS DATA IS SUBJECT TO THE RESTRICTIONS OF THE PRIVACY ACT OF 1974.';
title7 ;

options nocenter ls=126 ps=65 nodate;
libname sasin '.';
libname library '.';

/*-----*
This procedure gives unweighted counts of the full dataset broken out by
EligFlgW that can be used to verify that the dataset has been properly
imported. Use the counts below as a reference.

Eligible weighted                23170
Ineligible weighted              916
Non-response unweighted         58039
Record Ineligible unweighted     972

*-----*/

title8 'Unweighted frequency of EligFlgW ';
proc freq data=sasin.WEOR07B;
tables EligFlgW /missing;

/*-----*
This procedure gives the weighted count of eligible & ineligible
respondents that can be used to verify that the dataset has been
properly imported. Use the counts below as a reference.

Eligible weighted                815019.1
Ineligible weighted              20295.94

*-----*/

title8 'Weighted frequency of EligFlgW';
proc freq data=sasin.WEOR07B;
tables EligFlgW/missing;
weight RKWGT00;

/*-----*
This procedure creates a dataset to hold the stratum totals required by
Proc SurveyMeans and thus enabling Proc SurveyMeans to apply the
finite population correction to variance estimates.
Must rename the population total variable to _TOTAL_ so proc SurveyMeans will
work.

*-----*/

proc means data=sasin.WEOR07B noprint;
var TVSTRPOP;
output out=tots4fpc max=;
class EligFlgW TVSTR;
run;

```

```
Data  tots4fpc(rename=(TVSTRPOP=_TOTAL_));
  Set  tots4fpc;
```

```
/*-----*
```

This procedure runs Proc SurveyMeans. Proc SurveyMeans uses Taylor series variance estimates and is one of a few procedures in SAS that applies sample design corrections to the estimated variances. Most commonly available statistical programs have little or no capability to compensate for survey sample designs and produce inaccurate variance estimates.

In the example below Gender (XSEX) is the dependent variable and is treated as class variable. EligFlgW and XRETH7L are the independent variable. The results for EligFlgW show the estimated eligible and ineligible population totals for each sex. The EligFlgW\*XRETH7L show the estimated eligible and ineligible population totals for each sex by race/ethnicity.

Note that weighted ineligible records need to be included in all domain definitions in order to properly estimate variances even though the point estimates for the ineligible records may be of no interest. SAS does provide a macro that enables Proc SurveyMeans to analyze sub-populations without printing the point estimates of unwanted domains while still include the unwanted domain information in variance estimates.

```
*-----*/
```

```
title8 'Weighted Percentages of Gender by Service with Taylor series corrected
variance estimates';
```

```
proc SurveyMeans data=sasin.WEOR07B total=tots4fpc MEAN CLM nobs sumwgt;
strata TVSTR;
var XSEX ;
class XSEX ;
domain ELIGFLGW ELIGFLGW*XRETH7L;
weight RKWGT00;
where EligFlgW in (1 2);
run;
```

```
/*-----*
```

This procedure runs Proc SurveyReg and performs an analysis of variance on XSEX where XSEX is treated as an equal interval variable. Member race/ethnicity is the class variable. Weighted ineligible cases are excluded from the analysis.

```
*-----*/
```

```
title8 'ANOVA of Gender by Service with Taylor series corrected variance
estimates';
```

```
proc surveyreg data=sasin.WEOR07B total=tots4fpc;
  strata TVSTR;
  class XRETH7L;
  model XSEX =XRETH7L;
  weight RKWGT00;
  where ELIGFLGW=1;
run;
```

```
endsas;
```

**Appendix L**  
**Crosswalk of *2007 WEOR* to Previous  
Equal Opportunity Surveys**





2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
		1				
1	Of which Reserve component were you a member on Month Day, 2005?	2~	7~	5~	6~	6~
2	Are you Male or Female?	3	1	1	1	1
3	What is your current paygrade?	4	8	6	7	7
4	Are you Spanish/Hispanic/Latino?	5	4	8~	3	3
5	What is your race?	6	5~	9~	4	4
6	What is your ancestry or ethnic origin?	7				
7	What is the highest degree or level of school that you have completed?	8	3~	2~	2~	2~
8	Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?					8
9	About how many miles would you have to drive, one way, to get to the nearest military installation from your residence?					
10	What is your marital status?	9	6~	13~	5	5
11	How many years have you been married to your current spouse? If you are not married, how long have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?	10				
12	Is your spouse/significant other Spanish/Hispanic/Latino?	11		17~		
13	What race is your spouse/significant other?	12		18~		
14	How many years have you spent in military service?	19~	9~	7	8	9~

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
15	Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?	16~	10~	28~	11~	11~
16	In your opinion, how does your <u>spouse/significant other</u> view your participation in the National Guard/Reserve?	17~				
17	In your opinion, how does your <u>family</u> view your participation in the National Guard/Reserve?	18~				
18	In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?	14~			14	13~
19	In general, has your National Guard/Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?	15~			15	14~
20	Overall, how satisfied are you with the military way of life?	24				16
21a	<b>How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve?</b> I enjoy serving in the National Guard/Reserve	25a~				
21b	Serving in the National Guard/Reserve is consistent with my personal goals	25b~				
21c	I would feel guilty if I left the National Guard/Reserve	25d				

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
21d	Generally, on a day-to-day basis, I am happy with my life in the National Guard/Reserve	25e				
21e	It would be difficult for me to leave the National Guard/Reserve and give up the benefits that are available	25f				
21f	I would not leave the National Guard/Reserve right now because I have a sense of obligation to the people in it	25g				
21g	I really feel as if the military's values are my own	25h				
21h	Generally, on a day-to-day basis, I am proud to be in the National Guard/Reserve	25j				
21i	If I left the National Guard/Reserve, I would feel like I had let my country down	25k				
21j	I continue to serve in the National Guard/Reserve because leaving would require considerable sacrifice	25l				
21k	I feel like being a member of the National Guard/Reserve can help me achieve what I want in life	25m				
21l	I intend to leave the National Guard/ Reserve at the next available opportunity					

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
21m	My National Guard/Reserve component's evaluation/selection system is effective in promoting its best members	25p		27b~		
21n	I am proud to tell others that I am a member of my National Guard/Reserve component	25q	16~	27d~		
22a	<b><u>If you had a close personal friend considering military service, would you recommend that he/she join?</u></b> A friend who is White	22a~	11~^		19a^	18~^
22b	A friend who is Black or African American	22b~	11~^		19b^	
22c	A friend who is American Indian or Alaska Native	22c~	11~^			
22d	A friend who is Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	22d~	11~^			
22e	A friend who is Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	22e~	11~^			
22f	A friend who is Spanish/Hispanic/Latino	22f~	11~^			
23	In the past twelve months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?					36
24	In the past 12 months, how many nights did you spend away from your home because of your military duties?	28~			25~,26~, 28~	

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
25	In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?					
26	What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?					
27	Are you currently a member of the National Guard/Reserve on full-time active duty (AGR/FTS/AR)?					31~
28	Are you a military technician?					33
29	Do you have a civilian job?					34
30	Are you a student?				31a~	35~
31	Have you been activated in the past 12 months? <i>This includes activations that started more than 12 months ago and continued into the past 12 months.</i>					19~
32	Was at least one of your activations in the past 12 months longer than 30 consecutive days?					20~
33	In the past 12 months, have your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?					21~
34	Did any of your activations for more than 30 consecutive days in the past 12 months result in deployment?					22~

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
35	In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?					23~
36	Are you currently activated?					24
37	Are you currently deployed?					25
38a	<b>Since September 11, 2001, have you been deployed for any of the following operations?</b> Operation Noble Eagle	29a				
38b	Operation Enduring Freedom	29b				
38c	Operation Iraqi Freedom	29c				
38d	Other	29d			27k~	
39	How long have you been in your present <b>military</b> unit?					37
40a	<b>How much do you agree or disagree with the following statements about your immediate supervisor at your <u>military</u> job?</b> You trust your supervisor	35a~	55~		35o~	42o~
40b	Your supervisor ensures that all assigned personnel are treated fairly	35b~	56~		35o~	42o~
40c	There is very little conflict between your supervisor and the people who report to him/her	35c~	57~			
40d	Your supervisor evaluates your work performance fairly	35d~	58~			
40e	Your supervisor assigns work fairly in your work group.	35e~	60~			

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
40f	You are satisfied with the direction/supervision you receive	35f~		26d~		
41	<b>What is the race/ethnic background of your immediate supervisor in your current <u>military</u> work group?</b> White	34	38~^	24~	32^	39~^
41	Black or African American	34	38~^	24~	32^	39~^
41	American Indian or Alaska Native	34	38~^	24~	32^	39~^
41	Asian	34	38~^	24~	32^	39~^
41	Native Hawaiian or other Pacific Islander	34	38~^	24~	32^	39~^
41	Spanish/Hispanic/Latino	34	38~^	24~	32^	39~^
41	Don't know		38~^	24~	32^	39~^
42	Are you currently in a <u>military</u> work environment where members of your racial/ethnic background are uncommon?	23~				
43a	<b>How much do you agree or disagree with the following statements about your <u>military</u> workplace?</b> I know what is expected of me at work	38a			35a	42a
43b	I have the materials and equipment I need to do my work right	38b			35b	42b
43c	At work, I have the opportunity to do what I do best every day	38c			35c	42c~
43d	In the last 7 days, I have received recognition or praise for doing good work	38d			35d	42d
43e	My supervisor, or someone at work, seems to care about me as a person	38e			35e	42e
43f	There is someone at work who encourages my development	38f			35f	42f
43g	At work, my opinions seem to count	38g			35g	42g



2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
43h	The mission/purpose of my National Guard/Reserve component makes me feel my job is important	38h~			35h	42h
43i	My coworkers are committed to doing quality work	38i			35i	42i
43j	I have a best friend at work	38j			35j	42j
43k	In the last 6 months, someone at work has talked to me about my progress	38k			35k	42k
43l	This last year, I have had opportunities at work to learn and to grow	38l			35l	42l
43m	At my workplace, a person's job opportunities and promotions are based only on work-related characteristics	38m			35m	42m
43n	My supervisor helps everyone in my work group feel included	38n			35n	42n
43o	I trust my supervisor to deal fairly with issues of equal treatment at my workplace	38o			35o	42o
43p	At my workplace, all employees are kept well informed about issues and decisions that affect them	38p			35p	42p
44a	<b>How much do you agree or disagree with the following statements about <u>the people you work with at your military workplace</u>?</b> There is very little conflict among your coworkers.	37a	59~		39a	44a~
44b	Your coworkers put in the effort required for their jobs	37b	62~		39c	44b~
44c	The people in your work group tend to get along.	37c			39e	44c~

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44d	The people in your work group are willing to help each other.	37d			39f	44d~
44e	You are satisfied with the relationships you have with your coworkers	37e	67~	26e~	39d	
44f	You put more effort into your job than your coworkers do	37f				
45a	<b>How much do you agree or disagree with the following statements about <u>the work</u> you do at your <u>military</u> workplace?</b> Your work provides you with a sense of pride	39a	52~		39g	
45b	Your work makes good use of your skills.	39b	53~		39h	
45c	You like the kind of work you do.	39c	68~	26f~	35j	
45d	Your job gives you the chance to acquire valuable skills.	39d	69~	26g~	39k	
45e	You are satisfied with your job as a whole	39e	70~	26h~	39l	
46a	<b>Overall, how well prepared...</b> Are <u>you</u> to perform your wartime job?	40a	22~, 23~		45~, 46~	46~
46b	Is <u>your unit</u> to perform its wartime mission?	40b				47~
47a	<b>How would you rate...</b> <u>Your</u> current level of morale?	41a				
47b	The current level of morale <u>in your unit</u> ?	41b				
48a	<b>How much do you agree or disagree with the following statements about your National Guard/Reserve unit?</b> Members in your unit really care about each other	42a~				
48b	Members in your unit work well as a team	42b~				

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48c	Members in your unit pull together to get the job done	42c~				
48d	Members in your unit trust each other	42d~				
49a	<b>How true or false is each of the following statements for you?</b> I am as healthy as anybody I know	44a	25~		50a	48a
49b	I seem to get sick a little easier than other people	44b	24~		50b	48b
49c	I expect my health to get worse	44c	26~		50c	48c
49d	My health is excellent	44d	27~		50d	48d
50a	<b>How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your <u>physical health</u>?</b> Cut down on the amount of time you spent on work or other activities				52a	49a
50b	Accomplished less than you would like				52b	49b
50c	Were limited in the kind of work or other activities you do				52c	49c
50d	Had difficulty performing the work or other activities you do (for example, it took extra effort)				52d	49d
51a	<b>Overall, how would you rate...</b> The current level of stress in your military life?					50
51b	The current level of stress in your personal life					51
52a	<b>In the past month, how often have you...</b> been upset because of something that happened unexpectedly?	43a				52a

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
52b	felt that you were unable to control the important things in your life?	43b				52b
52c	felt nervous and stressed?	43c				52c
52d	felt confident about your ability to handle your personal problems?	43d				52d
52e	felt that things were going your way?	43e				52e
52f	found that you could not cope with all of the things you had to do?	43f				52f
52g	been able to control irritations in your life?	43g				52g
52h	felt that you were on top of things?	43h				52h
52i	been angered because of things that were outside of your control?	43i				52i
52j	felt difficulties were piling up so high that you could not overcome them?	43j				52j
53a	<b>Military Personnel, DoD/DHS Civilian Employees, Contractors:</b> Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	45A~, 46A	71c~^	29aa~	55c~^	
53b	Told stories or jokes which were racist or depicted your race/ethnicity negatively?	45B~, 46B	71a~^	29ba~	55a~^	
53c	Were condescending to you because of your race/ethnicity?	45C~, 46C	71k~^	29ca~	55i~^	
53d	Put up or distributed materials (for example, pictures, leaflets, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	45D~, 46D		29da~		

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53e	Displayed tattoos or wore distinctive clothes which were racist?	45E~, 46E		29ea~		
53f	Did not include you in social activities because of your race/ethnicity?	45F~, 45F		29fa~		
53g	Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	45G~, 46G	71l~^	29ga~		
53h	Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	45H~, 46H	71f~^	29ha~		
53i	Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	45I~, 46I	71i~^	29ia~		
53j	Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	45J~, 46J	71y~^	29ja~	55b~^	
53k	Vandalized your property because of your race/ethnicity?	45K~, 46K		29ka~		
53l	Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	45L~, 46L		29la~		
53m	Physically threatened or intimidated you because of your race/ethnicity?	45M~, 46M		29ma~		
53n	Assaulted you physically because of your race/ethnicity?	45N~, 46N		29na~	55r~^	
53o	Other race/ethnic-related experiences	45O~^, 46O		29oa~		

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
54a	<b>During the past 12 months, did any of the following happen to you?</b> If it did, do you believe your race/ethnicity was a factor? You were rated lower than you deserved on your last evaluation.	47A		30a~	54a	55a
54b	If it did, do you believe your race/ethnicity was a factor? Your last evaluation contained unjustified negative comments	47B		30b~	54b	55b
54c	If it did, do you believe your race/ethnicity was a factor? You were held to a higher performance standard than others in your military job	47C~		30c~	54c	55c
54d	If it did, do you believe your race/ethnicity was a factor? You did not get an award or decoration given to others in similar circumstances	47D		30d~	54d	55d
54e	If it did, do you believe your race/ethnicity was a factor? Your current assignment has not made use of your job skills.	47E		30e~	54e	55e
54f	If it did, do you believe your race/ethnicity was a factor? You were not able to attend a major school needed for your military specialty.	47F~		30f~		
54g	If it did, do you believe your race/ethnicity was a factor? You did not get to go to short (1- to 3- day) courses that would provide you with needed skills for your military job	47G~		30g~		

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
54h	If it did, do you believe your race/ethnicity was a factor? You received lower grades than you deserved in your military training.	47H~		30h~		
54i	If it did, do you believe your race/ethnicity was a factor? You did not get a military job assignment that you wanted because of scores that you got on tests	47I		30i~		
54j	If it did, do you believe your race/ethnicity was a factor? Your current military assignment is not good for your career if you continue in the military.	47J~		30j~	54f	55f
54k	If it did, do you believe your race/ethnicity was a factor? You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.	47K~		30k~	54g	55g
54l	If it did, do you believe your race/ethnicity was a factor? You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.	47L~		30l~	54h	55h
54m	If it did, do you believe your race/ethnicity was a factor? You did not learn until it was too late of opportunities that would help your military career.	47M~		30m~	54i	55i
54n	If it did, do you believe your race/ethnicity was a factor? You were unable to get straight answers about your military promotion possibilities.	47N		30n~	54j	55j

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
54o	If it did, do you believe your race/ethnicity was a factor? You were taken to nonjudicial punishment or court martial when you should not have been	47V		30v~		
54p	If it did, do you believe your race/ethnicity was a factor? You were punished at your military job for something that others did without being punished	47W		30w~		
54q	If it did, do you believe your race/ethnicity was a factor? You were excluded by your military peers from social activities	47S		30s~	54k	55k~
54r	If it did, do you believe your race/ethnicity was a factor? You had other bothersome experiences at your military job					
55	Based on your responses to Questions 53-54, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination?	49~^				56~^
56	Do you think that DoD and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination which YOU MARKED AS HAPPENING TO YOU?	50~		32~		
57a	<b>What behavior(s) did you experience during the situation?</b> offensive race/ethnic-related speech, pictures/printed material, non-verbal looks, or dress	51A~, 51G	73~^	33~	57a, b, c~^	57a, b, c~^



2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
57b	race/ethnic-related threats, intimidation, vandalism, or physical assault	51B, 51H	73~^			
57c	racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential	51C	73~^			
57d	race/ethnic-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations	51D	73~^			
57e	nonjudicial punishment, or additional punishment(s) because of your race/ethnicity	51E	73~^			
57f	unfair training scores, and/or lack of access to schools/training because of your race/ethnicity	51F	73~^			
57g	Other ways in which you have been bothered/hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity					
58a	<b>To what extent was this situation: Annoying?</b>	53A	84a	40a~	58a	60a
58b	Offensive?	53B	84b	40b	58b	60b
58c	Disturbing?	53C	84c	40c	58c	60c
58d	Threatening?	53D	84d	40d	58d	60d
58e	Disillusioning?	53E				
59	During the course of the situation you have in mind, how often did the event(s) occur? Once, Occasionally, Frequently	61~		42~	62	68

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
60	How long did this situation last, or if continuing, how long has it been going on? Less than one week, 1 week to less than 1 month, 1 month to less than 3 months, 3 months to less than 6 months, 6 months or more	62	82	43	63	69~
61a	<b>Where did this situation occur?</b> At a military installation	55A~	74~	38a~	59a	61a
61b	Some behaviors occurred at a military installation and some did not					
61c	Not at a military installation					
62a	<b>Did any of the behaviors in the situation on base occur...</b> At your military work (the place where you perform your military duties)	55B~^	75~	38b~	59b	61b
62b	During duty hours	55C~^	76~	38c~	59c	
62c	In a military work environment where members of your racial/ethnic background are uncommon	55D~^	85d~			
62d	At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)	55F~^		38d~	59d	61g~
63a	<b>Did any of the behaviors in the situation occur while you were...</b> Deployed?	55E~^				
63b	At your civilian job?					
63c	At your civilian school?					
63d	Near your place of residence?					

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
64a	<b>Was the offender(s)... ?</b> One person (male) One person (female) More than one person (all males) More than one person (all females) More than one person (both males and females) Not sure	56, 57, 58	78~, 77~, 80	38~	60	62~, 63~
65a	<b>Was the offender(s):</b> White	59A	79~	39~		
65b	Black or African American	59B				
65c	American Indian or Alaska Native	59C				
65d	Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	59D				
65e	Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)	59E				
65f	Spanish/Hispanic/Latino	59F				
66a	<b>Was the offender(s):</b> Someone in your chain of command?	60A~^	78a, b~	42a~	61a~	67a
66a	Someone in your chain of command?	60B~^	78c~	42b~	61c~	67b
66b	Other military person(s) of higher rank/grade than you?	60C~	78d~	42c~	61d~	67c~
66c	Your military coworker(s)?	60D~	78f~	42d~	61f~	67d
66d	Your military subordinate(s)?	60E~	78h~		61h~	67e
66e	Other military person(s)?	60F~	78k~	42j~	61i~	67g
66f	DoD/DHS civilian employee(s)?	60G~^		42g~		67h
66g	DoD/DHS civilian contractor(s)?	60H~^		42h~		67i
66h	Unknown person(s)?					
67a	<b>As a result of the situation, did you:</b> Try to ignore the behavior	63A	99a~	45a~		

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
67b	Try to avoid the person(s) who bothered you?	63B	99b~	45b~	65a	71a
67c	Tell the person(s) to stop?	63D	99c~	45c~	65k~	71k
67d	Ask someone else to speak to the person(s) for you?	63E	99d~	45d~		
67e	Settle it yourself physically?	63F		45f~		
67f	call a hotline for advice/information (not to file a report?)	63H~	99g~	45h~		
67g	Request a transfer?	63I	99i~	45i~		
67h	Think about getting out of your National Guard/Reserve component?	63J~				
67i	Accomplish less than you would like at work?	63K				
68a	<b>Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or orgs?</b> Someone in your chain-of-command	67A~	100a~	48a~	66a	74a
68a	Someone in your chain-of-command	67B~	100c~	48b~	66b	74b~
68b	Someone in the chain-of-command of the person(s) who did it	67C~	100b~	48c~		74c~
68c	Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	67D~	100e~	48e~	66d	74d
68d	Other person or office with responsibility for follow-up	67E~		48h~	66e	74e~
68e	Chaplain, counselor, or health care provider	67F~			65i~	

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
69a	<b>What actions were taken in response to your report?</b> Person(s) who bothered you was/were talked to about the behavior	68A	101a~	50a~	68a	76a
69b	Your complaint was/is being investigated	68B	101b~	50e~	68b	76b
69c	The situation was resolved informally	68C				
69d	The rules on harassment and discrimination were explained to everyone in the unit/office/place where the problem had occurred	68D				
69e	You were encouraged to drop the complaint	68E	101c~	50f~	68c	76c
69f	Your complaint was discounted or not taken seriously	68F	101d~	50g~	68d	76d~
69g	Members of your chain-of-command were hostile toward you	68G		50h~		
69h	Your coworkers were hostile toward you	68H	101f~	50i~		
69i	No action was taken	68I			68e	76e
69j	You do not know what action was taken	68J	101l~	50l~		
70a	<b>How satisfied are you with the following aspects of the reporting process?</b> Availability of information about how to file a complaint?	69A	103a^	51a~	69a	77a
70b	Availability of information about how to follow-up on a complaint	69B				
70c	Treatment by personnel handling your complaint	69C	103b^	51b~	69b	77b
70d	Amount of time it took/is taking to resolve your complaint	69D	103c^	51c~	69c	77c

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
70e	How well you were/are kept informed about the progress of your complaint	69E	103d^	51d~	69d	77d
70f	Degree to which your privacy was/is being protected	69F			69e	77e
70g	Complaint process overall	69g	103f^	51f~		
71	Was your complaint found to be true?	71	104b~		71a	79
72	How satisfied were you with the outcome of your complaint?	73	105	55	72	81
73a	<b>As a result of reporting the situation, did you experience any...</b> Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	76C, 76D, 76E, 76F, 76G			75e, 75f, 75g~, 75i, 75j	84e, 84f, 84g, 84i, 84j
73b	Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	76A, 76B			75a~, 75b	84a, 84b
74a	You thought it was not important enough to report	75A	107b~	56~	74a	83a
74b	You did not know how to report	75B	107c~		74b	83b
74c	You felt uncomfortable making a report	75C			74c	83c
74d	You took care of the problem yourself	75D	107d~		74d	83d
74e	You did not think anything would be done	75E	107e~		74f	83f~
74f	You thought you would not be believed	75F	107h~		74g	83g~
74g	You thought reporting would take too much time and effort	75G	107j~		74j	83j
74h	You thought you would be labeled a troublemaker	75H	107l~		74k	83k~
74i	You thought it would make your work situation unpleasant	75I	107i~			

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
74j	You thought your performance evaluation or chance for promotion would suffer	75J	107r~		74o	83o~
74k	You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	75K			74p, q~	83p, q~
74l	You were afraid of retaliation/reprisals from your chain-of-command	75L			74r~	83r~
74m	You did not know the identity of the person(s) who did it	75M				
75a	<b>How frequently during the past 12 months have you been in circumstances where you thought civilians in the local community around where you live:</b> Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters			29aa~		
75b	Told stories or jokes which were racist or depicted your race/ethnicity negatively			29ab~		
75c	Were condescending to you because of your race/ethnicity			29ac~		
75d	Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively			29ad~		
75e	Displayed tattoos or wore distinctive clothes which were racist			29ae~		

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
75f	Did not include you in social activities because of your race/ethnicity			29af~		
75g	Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity			29ag~		
75h	Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity			29ah~		
75i	Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do			29ai~		
75j	Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)			29aj~		
75k	Vandalized your property because of your race/ethnicity			29ak~		
75l	Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you			29al~		
75m	Physically threatened or intimidated you because of your race/ethnicity			29am~		
75n	Assaulted you physically because of your race/ethnicity			29an~		
75o	Other race/ethnic-related experiences involving civilians in the local community			29ao~		



2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
76	Based on your responses to Question 75, would you say that the experiences you reported happening are racial/ethnic harassment or discrimination?					
77	Do you think that DoD/DHS and your National Guard/Reserve component have a responsibility to prevent the racial/ethnic harassment or discrimination by civilians which YOU MARKED AS HAPPENING TO YOU?					
78a	<b>Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial.ethnic harassment and discrimination, regardless of what is said officially:</b> Senior leadership of my Service	78A	110a	59a~	79a	85a~^
78b	Senior leadership of my installation/ship	78B	110b	59b~	79b	85b~^
78c	My immediate supervisor	78C	110c	59c~	79c	85c~^
79	Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?	79		60~		
80a	<b>How would you rate race relations:</b> In your military work group?	86A				
80b	At your military duty station?	86B~		61c~		
80c	In your National Guard/Reserve component?	86C~				
80d	In the local community around where you live?	86D~		61d~		

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
80e	In the local community around your military duty station?					
81a	<b>In your military work group, to what extent:</b> Would members of your work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	80A, 82A	113~	61b~		
81b	Would complaints about racial/ethnic harassment and discrimination be taken seriously?	80B, 82B			83c~^	90c~^
81c	Would people be able to get away with racial/ethnic harassment and discrimination?	80C, 82C		61a~		
81d	Are policies forbidding racial/ethnic harassment and discrimination publicized?	80D, 82D			83a~^, 83h~^	90a~^, 90h~^
81e	Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	80E, 82E	109f~		83b~^, 83i~^	90i~^
82a	<b>At your military duty station...</b> would you know how to report experiences of race/ethnic harassment and/or discrimination?	81~	114~			
82b	Is the availability of complaint hotlines publicized?					
83a	<b>At your military duty station, to what extent:</b> Are racist/extremist organizations or individuals a problem?	82I~^		67a~		
83b	Are hate crimes a problem?	82J~^		67c~		
83c	Are gangs a problem?	82K~^				

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
84a	<b>In the local community around where you live, to what extent:</b> Are racist/extremist organizations or individuals a problem?	82L~^		67b~		
84b	Are hate crimes a problem?	82M~^				
84c	Are gangs a problem?					
85a	<b>To what extent:</b> Do you feel uneasy being around people who are of race/ethnic backgrounds different from yours?	83A~		62a		
85b	Have you felt pressure from National Guard/Reserve component members who are of your race/ethnicity not to socialize with members of other race/ethnic groups?	83B~		62b		
85c	Do you feel comfortable interacting with people from different race/ethnic groups?	83C		62c		
86a	<b>During the past 12 months, have you been involved in a racial confrontation:</b> On your installation/ship?	85A		64~		
86b	In the local community around your military duty station?	85B~		65~		
86c	In the local community around where you live?					
87a	<b>During the past 12 months, has someone asked you:</b> To <u>join</u> an extremist organization					
87b	To <u>participate</u> in extremist activities					

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
88a	<b>Do you <u>regularly read websites/literature</u> that:</b> Advocate the separation of people based on race/ethnicity					
88b	Warn of the dangers of interactions between people of different races/ethnicities					
88c	Point out the dangers of racial/ethnic diversity					
88d	Point out the dangers of racial/ethnic tolerance					
89a	<b>Do you <u>agree with the ideals of organizations</u> that:</b> Advocate the separation of people based on race/ethnicity					
89b	Warn of the dangers of interactions between people of different races/ethnicities					
89c	Point out the dangers of racial/ethnic diversity					
89d	Point out the dangers of racial/ethnic tolerance					
90	Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?	87	129~	69a-e~	80~^	86~^
91	In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?	88	130~	70~	81~^	87~^

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
92a	<b>My National Guard/Reserve component's training...</b> Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination	89A~	131a~		82a~^	88a~^
92b	Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of your Service as a whole	89B~			82b~^	88b~^
92c	Identifies behaviors that are offensive to others and should not be tolerated	89C~			82d~^	88d~^
92d	Gives useful tools for dealing with racial/ethnic harassment and discrimination	89D~			82e~^	88e~^
92e	Explains the process for reporting racial/ethnic harassment and discrimination	89E~				
92f	Makes me feel it is safe to complain about offensive, race/ethnic-related situations	89F~			82f~^	88f~^
92g	Promotes cross-cultural awareness	89G~				
92h	Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination	89H~			82g~^	88g~^
92i	Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs	89I~				

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
92j	Promotes religious tolerance	89J~				
93	In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?	90	131b~	72~		89~^
94	In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?					
95a	<b>How do the opportunities/conditions for people of your race/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? Promotion opportunities</b>	91A~		73A~		
95b	Pay and benefits	91B~		73B~		
95c	Fair performance evaluations	91C~		73C~		
95d	Education and training opportunities	91D~		73D~		
95e	Quality of life	91E~		73E~		
95f	Fair administration of criminal justice	91F~		73F~		
95g	Chance to show pride in yourself	91G~		73G~		
95h	Chance to show pride in your race/ethnic group	91H~		73H~		
95i	Freedom from harassment	91I~		73I~		
95j	Freedom from discrimination	91J~		73J~		

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
95k	Freedom from racist/extremist organizations, hate crimes, or gangs	91K~		73K~		
95l	Race/ethnic relations overall	91L~		73L~		
96	In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?	95		77	85~^	91~^
97a	<b>In your opinion, have opportunities in our nation gotten better or worse over the last 5 years for...</b> Blacks or African Americans	96A		79a		
97b	American Indians or Alaska Natives	96B		79c		
97c	Asians, Native Hawaiians or Pacific Islanders	96C		79d		
97d	Spanish/Hispanic/Latinos	96D		79b		
97e	Arab Americans	96E				
97f	Whites	96F		79e		
97g	Muslims	96G				
98	In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?	97~	132~^		87~^	93~^
99	In your opinion, have race/ethnic relations overall in the <u>military</u> gotten better or worse over the last 5 years?	98~		78	86~^	92~^
100a	<b>In your opinion, have opportunities in the military gotten better or worse over the last 5 years for....</b> Blacks or African Americans	99A		79f~		
100b	American Indians or Alaska Natives	99B		79h~		

2007 WEOR	Question Text	2005 WEOA	1995 SHS	1996 EOS Q	2002 WGR	2004 WGR-R
100c	Asians, Native Hawaiians or Pacific Islanders	99C		79i~		
100d	Spanish/Hispanic/Latinos	99D		79g~		
100e	Arab Americans	99E				
100f	Whites	99F		79j~		
100g	Muslims	99G				
101	If you have comments or concerns that you were not able to express in answering this survey, please print them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.	101	134	80	90	97





<b>REPORT DOCUMENTATION PAGE</b>					<i>Form Approved OMB No. 0704-0188</i>	
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